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1987
GENERAL CONFERENCE XIII
BOARD OF ELDERS REPORT

"God has not given us the spirit of fear; but of power, and of love, and of a sound mind." II Timothy 1:7

General Conference XIII finds the UEMOC in the vortex of one of history's greatest tragedies: The world-wide AIDS epidemic. Staggering predictions by public health officials are superimposed on a community already overwhelmed by grief.

Widespread homophobia and AIDS-phobia has led to increased violence directed toward homosexuals. New menacing threats to deny rights of gay men and lesbians emerge from...

- ... 690,000 California voters who sign petitions for a law mandating quarantine of persons exposed to the AIDS virus.
- ... 5 Justices of the nine-member U.S Supreme Court who ruled homosexual consenting adults do not have the right of privacy, as do American heterosexuals.
- ... the Vatican's Congregation for the Doctrine of the Faith in its letter to Catholic Bishops asserting that homosexuality is an "objective disorder" and that homosexuals have strong tendencies toward "intrinsic moral evil." Says the Vatican, "When civil legislation is introduced to protect behavior to which no one has any conceivable right," it is not suprising when "irrational and violent reactions increase."

With developments such as these, and with the horrifying trends of the AIDS crisis, it is understandable that we live and minister in the context of immeasurable fear. So great is this fear that the frequent responses seen in our communities are depression or denial.

All of this occurs in a world already plagued by massive poverty, unconscious-able hunger and global nuclear armaments that threaten to be the terrible "final solution". Sexism continues to hold millions of women as the moral equivalent of slaves, while racial hatred and religious intolerance oppress additional millions of minority persons.

This is our mission field. Never has a disease been more devastating. Never has oppression been more ominous. Never have despair and desperation been more compelling. But, we have the answer. The God who enters into human suffering is with us; The God who turns tragedy into triumph is with us. We of the UEMOC are a 20th Century incarnation, the Body of Jesus Christ, and "By His stripes are we healed."

Called forth as the people of God, annointed by the Holy Spirit who bears witness with our spirit that we indeed are God's children, we choose faith over fear and reaffirm total commitment to Jesus Christ, our Sovereign who said, :My peace I give to you... Let not your heart be troubled, nor let it be fearful." John 14:27

THE MINISTRY OF ELDERS

The Board of Elders, as Pastors of our Fellowship, are spiritual leaders entrusted the ministry of pastoral oversight, unity and continuity. In this role (episkope in the Greek of the New Testament) Elders are called upon to guard, transmit, teach and proclaim the apostolic faith as it is expressed in Scripture and Tradition, interpreting that faith evangelically and prophetically in the contemporary world. To this end, Elders have responsibility as shepherds for district, local church and other Fellowship leaders. Consequently, Elders are available for as wide a range of personal relationships as possible, and arrange for ongoing visitation of local churches, districts and communities world-wide.

The mission of UFMCC, as that of the entire Christian Church, embraces both an evangelistic mandate and a cultural mandate. Our evangelistic mandate is to proclaim the good news of reconciliation to God through Jesus Christ. This message for all people is a call to discipleship. Our cultural mandate is to heed the human cry and God's demand for social justice in the world. As leaders in mission, the task of Elders is initiative in clarifying the definition of our mission and developing approaches to fulfill that mission.

As servants of unity, Elders work ecumenically across the walls that continue to divide the one Church of Jesus Christ. Elders are responsible for furthering spiritual unity within the UFMCC and representing the UFMCC in our quest for unity with the Universal Church.

Elders, as members of the General Council, are administrative leaders and have a central role in the developing of administrative policy and are responsible for the effective carrying out of such policy. This may be done directly or by delegation, and always in cooperation with other leaders of the Church.

Each of the Elders, like every Christian, has special gifts given by God's grace. Ephesians 4 teaches that Christ "gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the work of service, to the building up of the body of Christ..." The individual ministries of Elders will vary according to these and other grace-gifts, uniquely given by the Holy Spirit. Therefore, the roles and expectations of each Elder will likewise vary.

Consistent with the expectation of our Bylaws that require chartered churches to provide for full-time Pastors, and consistent with the experience of our trend toward full-time District Coordinators in growing Districts, increased demands of Fellowship-wide ministry require that more of our Elders serve in a full-time capacity.

STATE OF THE FELLOWSHIP

CHURCH GROWTH:

As of April 1, 1987, the UFMCC includes 86 Chartered Churches, 107 Commissioned Churches (includes Missions and Study Groups that have not been yet designated under new ByLaws) and 37 New and Special Works, for a total of 230 Church bodies in 11 Countries.

During the decade from 1976 to 1986 the number of UFMCC church bodies and special works has increased by 111%, and church membership has increased by 81%.

Church income during the same period has increased by 525%. 46 or 20% of our church groups own their own church facilities.

THE GENERAL COUNCIL

Transition to our new structure has been successfully effected, with the General Council, as our "...body authorized by the General Conference to carry on the administrative affairs of the UFMCC between General Conferences..." meeting four times during the past biennium. While the General Council Report and Minutes are presented as a separate document, the Elders would like to comment on the structure of five Divisions as Sub-units, each having the function of research, review and presentation of recommendations for action by the full General Council.

Although the Divisions have created more work for both Elders and District Coordinators, they have also provided the opportunity for more careful consideration and deliberation prior to important decisions.

AIDS MINISTRY

An AIDS Program Design Committee was created and charged by the General Council to develop proposals for program activities and funding of a UFMCC AIDS Ministry. Key features of the committee's proposal included:

1. An international ecumenical AIDS Prayer Vigil, to be initiated by local UFMCC Churches.
Results: The International AIDS Prayer Vigil held on Sept. 5-7, 1986 (on other dates in some locations), has been one of the most successful efforts in our history. More than 5,000 churches joined the UFMCC in this powerful time of prayer. We especially thank Rev. David Farrell for his initiative and work in coordinating this event.
2. A Clergy Conference on AIDS, death and dying conducted by the C.C.C.C.
Results: Although the annual UFMCC Clergy Conference did not focus on AIDS and death and dying as planned, one segment of the conference did address the issues of AIDS.

3. A special issue of Journey Magazine on AIDS.
Results: The Pentecost issue of Journey magazine featured AIDS, providing opportunity for memorial gifts and recognition in future issues.
4. Focus on AIDS at the Conference of Third World Ministries.
Results: AIDS was a central focus of the Third World Ministries Conference in Los Angeles during November, 1986. Rev. Carl Bean, Executive Director of the AIDS Minority Project Los Angeles, was the featured guest of this conference. In addition to his highly inspiring messages, Rev. Bean conducted an excellent workshop on AIDS Ministry in minority communities.
5. A Lenten Series: Global Focus on AIDS to be developed by Third World Ministries, in cooperation with FFO.
Results: An excellent study/dialogue Lenten series, "Resurrection Possibilities", was developed by FFO and mailed to all UFMCC churches. An earlier series, "Fear Not, Only Believe", was produced by FFO in 1985.
6. A training conference on AIDS Ministry for clergy and lay leaders, to be conducted by Samaritan College.
Results: The training conference on AIDS Ministry will be conducted in Houston, Texas in January 1988.
The conference is sponsored by Samaritan College in cooperation with the Institute for Immunological Disorders (IID), one of nine key AIDS research centers in the U.S. IID is also the only hospital in the U.S. devoted solely to research and treatment of AIDS.
7. A job description for a full-time AIDS Ministry Coordinator.
Results: Although a job description has been approved and announced, we have been unable to achieve this objective due to lack of funds available.
8. Funding to be provided through special offerings, a Memorial appeal in Journey Magazine, Spring Prom night fund-raiser and the offerings from the AIDS Prayer Vigil.
MCC San Diego, organized the AIDS Prayer Vigil which was a financially self sustaining project.
As of April 1, 1987, UFMCC has received \$8254.37 for AIDS Ministry. Most of this amount came from special offerings during the Prayer Vigil. As of April 1, 1987, \$4802.56 is available for specific UFMCC AIDS Ministry.

FELLOWSHIP HEADQUARTERS

Stable, competent professional and clerical staff have resulted in improved performance of functions at our UFMCC Headquarters. Financial accounting and management, plagued by serious problems four years ago, are now consistently controlled and reported. With the use of computers we can now, for the first time, begin to manage and access Fellowship-wide data for long-range planning.

SAMARITAN COLLEGE

The dramatic growth of Samaritan's residence and extension programs are specifically described in the Samaritan Report to General Conference.

This rapid growth, along with Samaritan College's future potential and plans, resulted in the adoption of a new structure that separates Samaritan College from Samaritan Extended Studies and the Excel program. The three separate new structures include:

1. Samaritan College; an unincorporated association which is an integral subordinate unit of the UFMOC under the non-profit corporation laws of California. Samaritan College now operates under control of a Board of Trustees selected by the General Council.
2. Office of Ministry Resources; a UFMOC department accountable to the Director of Administration and responsible for the development of Christian Education curriculum and other ministry resource material to be distributed by Church Services Department.
3. Excel; a UFMOC program accountable to the General Council's Program and Budget Division and responsible for the development and implementation of week-end retreats for lay ministry development.

JOURNEY MAGAZINE

Publication of Journey Magazine resumed on a quarterly basis with an Easter 1986 issue. This Christian news magazine of the UFMOC now includes news, inspirational and feature articles of general interest to our members, friends and community. The Elders express gratitude to Editor Rev. David Day and to Ms Pat Hayman of A.G.A.P.E. Graphics for this new, attractive, informative publication.

WORLD CHURCH EXTENSION

The establishment of a UFMOC congregation in Jakarta, Indonesia moves us one step closer to our ten-year goal of strong viable MOC congregations on every continent. Other highlights of this biennium include attainment of our goal to secure a permanent building for ICM Mexico City and the establishment of an ongoing medical clinic in Nigeria.

The full picture of our World Church Extension program is reflected in Rev. Elder Jean White's report to this General Conference.

SPIRITUAL LIFE AND CLERGY CARE CENTER

By action of the General Council SLAOCOC has been discontinued as an official program of the UFMOC.

The General Council's decision was primarily based upon the reality that adequate funding was never available to assure SLAOCOC's success as a continuing program. This was clear to all involved, including the past two General Conferences who acted to exclude SLAOCOC from the budget. In the view of the Council's Program and Budget Division, to create a program without assuring sufficient financial support ultimately leads only to frustration and failure.

Immediately prior to this decision by the General Council, SLAACC had chosen not to participate in the Program and Budget planning process for the next biennium, and SLAACC's Director, Rev. Nancy Radclyffe announced her decision to accept another full-time position.

The General Council expressed "deep gratitude to Rev. Radclyffe and those who have worked with her, contributing many hours of valuable ministry to our Fellowship".

THIRD WORLD MINISTRY

The UFMCC Third International Christian Conference for Lesbian and Gay People of Color was held in Los Angeles during November, 1986. This UFMCC conference was held in cooperation and concurrently with the Fourth Annual International Lesbian and Gay People of Color Conference. In addition to a strong emphasis on AIDS in minority communities, a very exciting feature of the conference was its day-long dialogue on church mission led by Rev. Delores Berry, Chairperson of the Department of Third World Ministry's Commission on Missiology. The Elders commend and encourage continuing dialogue on missiology throughout our Fellowship.

THE NATIONAL COUNCIL OF CHURCHES

As of this General Council, we have completed a series of three "consultations" with the NCC Governing Board as negotiated for the current NCC Triennium. This process has brought together 46 NCC Governing Board members, 49 UFMCC representatives and several academic experts in the fields of the Scripture and homosexuality, human sexuality and ecclesiology. While this process does not reactivate consideration of our application for NCC membership, it does continue the dialogue on issues surrounding our application and it does continue to send the NCC a message that we are not "going away." Moreover, our continuing presence at NCC meetings provides opportunity for input on several very important issues, including how the Church ministers in the AIDS crisis.

Our Commission on Faith Fellowship and Order has participated regularly with the NCC's Faith and Order Commission. FFO Chair, Rev. Jennie Boyd Bull, presented a case study on "AIDS, Homophobia and the Church" which has prompted intense interest and further commitment to extensive consideration of AIDS issues by the Faith and Order Commission's working group on Unity and Renewal.

MEDIA MINISTRY

As of April 1, 1987, "God, Gays and the Gospel: This is Our Story" has been shown in 45 American cities on 53 public access cable companies.

According to the cable companies, that is a possible watching audience of a little over three million people.

We have received mail requesting the free brochures as well as from people who were not aware of our ministry until they saw the TV special.

Many of our pastors have share with headquarters that they are using the film for membership classes, and that it is an excellent teaching tool.

We are still in the process of developing our mailing list that has been generated by the TV special, as well as from individuals who have shown an interest in the Media Ministry since it's birth in 1981.

PROGRAM FOR 1988-89

UFMCC AIDS MINISTRY

The Board of Elders reaffirms the stated priorities for the UFMCC Program and Budget as approved by General Council III, and wishes to include the UFMCC AIDS Ministry as a top priority.

The present magnitude of the AIDS crisis, and the awesome future predictions by public health authorities, places our Fellowship and communities in a virtual "state-of-emergency". For the next biennium, this crisis will dominate our lives, therefore the Elders are committed to leadership in assuring that the UFMCC acts decisively in the battle against AIDS. The Elders expect our executive offices to become the equivalent of a "command post" for development of strategies and mobilization of ministry.

The Board of Elders acknowledges and affirms that intense AIDS Ministry has been occurring at every level of our Fellowship. Indeed, the cumulative participation and leadership in the fight against AIDS by our local Churches places the UFMCC in the forefront of AIDS Ministry among other churches and organizations.

At the Fellowship level, AIDS Ministry will concentrate on three objectives. Activities to achieve these objectives follow:

First, we will offer spiritual guidance and support to our clergy and lay leaders active in Aids Ministry.

1. Design a care-for-the-care-givers program to be taken by the Elders to District Conferences.
2. Establish District AIDS Ministry Networks.
3. Conduct an annual international AIDS Prayer Vigil from now until a cure is found. In the year that cure for AIDS is found conduct a great Convocation of Thanksgiving.
4. "Sanctify a fast." Call our people together for times of fasting and prayer.

Secondly, we will provide for the training of personnel and the development of materials and resources for AIDS Ministry.

A. We will establish an AIDS Action Coordinating Team, comprised of key personnel responsible for UFMCC programs related to AIDS ministry.

1. Conduct reviews of the plans and progress of AIDS ministry activities by UFMCC Program units.

2. Conduct an annual AIDS Response Survey and Assessment to determine the status and needs of AIDS ministry within our local churches.
 3. Obtain data on epidemiology, treatment and prevention trends, forecasts, and developments to inform UEMOC program proposals.
 4. Develop program proposals for UEMOC AIDS Ministry.
 5. Assist in coordination and implementation of UEMOC AIDS programs.
- B. We will conduct an Annual Conference on AIDS Ministry for clergy and lay persons involved in Aids ministry.
1. Establish and maintain contact with organizations and agencies that can provide training resources and assistance.
 2. Plan, promote and conduct the conference through the coordinating team.
- C. We will develop and distribute materials and resources for AIDS Ministry.
1. Continue publication of literature already produced by UEMOC.
 2. Develop, produce and distribute a "Spiritual Resource" packet for PWA's.
 3. Develop additional materials through the coordinating team, following feedback from the church survey and assessment.
 4. Review and catalogue resources and materials available from other sources; inform our churches.

Thirdly, we will advocate responsible, effective public policy on AIDS, including treatment, prevention, research, education, health care accessibility and protection of civil rights.

- A. We will network with other international and national agencies, religious groups, AIDS action projects, and local churches to monitor public policy issues.
1. Subscribe to the Computerized AIDS Information Network (CAIN).
 2. Subscribe to the NewsNet Computer Network.
 3. Subscribe to appropriate journals, newsletters and other publications.
 4. Identify all of the major agencies and groups; establish preliminary contact by letter.
 5. Participate in international and national meetings and conferences on AIDS.
- B. We will report information gathered to our local churches, to AIDS action projects and other agencies.
1. Produce and distribute a monthly newsletter, "ALERT", (AIDS Legislation, Education, Research and Treatment), providing information not already available in other newsletters.

- C. We will represent the UFMCC, promoting appropriate public policies.
1. Conduct ongoing review and consultation on public policy issues.
 2. Participate on Boards, Committees, Task Forces of organizations involved in the development of public policy.
 3. Testify at public hearings where policy considerations are being made.
 4. Appear before groups and in the news media to persuade public support for effective, just policies.

WORLD CHURCH EXTENSION

The Elders propose a goal for 1988 and each year thereafter: at least \$120,000 contributed to the work of World Church Extension. We admit this goal is merely a beginning. The plan is simple; we want to begin by enlisting the commitment of 1000 persons in our Fellowship who will promise to contribute at least \$10 per month, above their local church tithe to World Church Extension.

- A. On every visit to local churches the Elders will provide opportunity for people to pledge monthly commitments to WCE.
- B. We will maintain contributor records and mail quarterly statements to all who have pledged.
- C. We will publish a quarterly WCE newsletter to be sent with each statement.
- D. We will maintain records of total contributions by individuals and congregations of our respective church groups. We will encourage local churches to set goals for World Church Extension.
- E. We will encourage the development and designation of WCE Projects. Wherever monies are designated to a specific project we will request, as a matter of policy, that 25% of the contribution be allocated for the general work of World Church Extension.

FELLOWSHIP HEADQUARTERS

During this next biennium our Fellowship will be twenty years old, and we continue to rent facilities for the UFMCC headquarters. As stated in our long-range goals at the last General Conference, it is important that the UFMCC acquire its own headquarters property. Sound fiscal management dictates that we should be building equity rather than supplying a profit to someone else.

Committed to the goal of raising sufficient funds for our own UFMCC International Headquarters, we propose two objectives for the next biennium.

First, we will conduct a fellowship-wide, fundraising, UFMOC 20th Anniversary Celebration in October 1988.

- A. We will conduct a 20th Anniversary fundraising dinner in Los Angeles on Thursday, October 6, 1988.
- B. We will enlist the support of our local churches to sponsor fundraising events during October 1988.

Secondly, we will initiate a professionally directed Capital Fund Drive for a new UFMOC Headquarters facility.

- A. We will engage the services of a professional fundraising firm to conduct a "Feasibility Study".
- B. We will contract for the development of a "Master Plan".
- C. We will contract with the fundraising firm to complete the capital fund drive, using findings of the feasibility study and design of the master plan.

TOWARD A THEOLOGY OF MISSION

The Elders consider our standing commitment to a three-dimensional Gospel of Salvation, Community and Christian Social Action as foundational to a UFMOC theology of mission. Within this commitment we must address concerns such as the priority of evangelism, issues of cross-cultural mission, church development and growth, and our cultural mandate for social justice, including the UFMOC's prophetic role in today's world.

Soon the UFMOC will observe its 20th anniversary, an important and opportune time to review our past experience as we plan our future direction. We therefore call for a collaborative effort throughout the UFMOC, encouraging local churches, special works, districts, program units and institutions to join the General Council in reflection on issues of mission.

During the next biennium we will develop a UFMOC Mission Statement from which future ministry goals and strategies may emerge:

- A. We will consider the history of Christian mission and contemporary issues of missiology in other Christian denominations.
- B. We will reflect upon the history and experience of the UFMOC in mission.
- C. We will develop a provisional UFMOC Mission Statement for discussion and input from the grass-roots of our Fellowship.
- D. We will submit a report on the Mission of the UFMOC for adoption by General Conference XIV.

ECUMENICAL WITNESS AND MINISTRY

Because we have experienced the Holy Spirit's endorsement of our Christian witness, we must proceed with efforts toward Christian unity.

We value cooperation and fellowship with all Christians. We have wonderful and unique gifts to give. Our experience, from the pain of exile to the joy of inclusion, offers a liberating possibility to the Church. The Church needs us!

We, too, need the Church. We need the Church's united voice to call for an end to homophobic injustice. We need the Church's united action to eliminate the ignorance and fear so oppressive to our people. We need the Church's united prayer to intercede for healing and wholeness in our community.

The exclusion of the UFMOC from the National Council of Churches is a symbol of exclusion of millions from the Church of Jesus Christ. The unique tragedy of this exclusion is that so many of these are people of faith who really want to be in the Church! Equally, our continuing commitment to unity is a symbol of inclusion. As the UFMOC is included with member Communion of the NCC, so will millions of their own children.

It is imperative that we continue. We will continue our efforts toward membership in the NCC. We will continue to explore paths of cooperation and community with other Christian communions wherever possible.

The dialogue must not cease; our quest for truth and justice must not diminish. While there have been disappointments, hope prevails. So must we.

EVANGELISM AND CHURCH GROWTH

Apostolic teaching identifies us as "Ambassadors for Christ" entrusted with the "ministry of reconciliation". We have received the good news, experiencing the joy of salvation. Reconciled to God through Jesus Christ, like Paul, we are under obligation to preach the Gospel.

The goal of the Great Commission is our goal. We share in the historic mission of the church to "all the peoples", making disciples and teaching the truth of Jesus Christ. With a special outreach to gay/lesbian communities, we are called to evangelize one of the world's largest unreached people groups. No task is more important to the UFMOC than the task of evangelism.

Recognizing the central role of evangelism, discipleship and church growth: First, we will affirm and develop the ministry of evangelism in the UFMOC.

1. Continuously review issues and define strategies for evangelism in the gay/lesbian communities.
2. Explore and develop local church models of effective evangelism.
3. Produce new literature and other media materials to support local church evangelism.
4. Review previous local and denominational UFMOC media efforts; develop goals and strategies for future media ministry.
5. The evangelistic gifts of Elders will be available to local churches for outreach ministries such as revivals and spiritual renewals.

Secondly, we will encourage and promote local church growth.

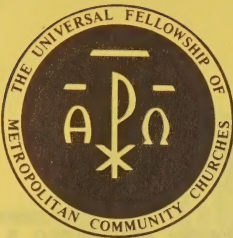
1. Conduct a continuing critical review of church growth literature and the experience of the UFMCC, as well as other Christian denominations.
2. Identify and/or develop proven local church models for effective discipleship.
3. Compile and analyze data on previous UFMCC church growth.
4. Research demographic and social trends that will inform strategic planning for church growth.
5. Develop long-range church growth goals and strategies for World Church Extension Areas, and encourage Districts to do the same for their respective areas.
6. The teaching gifts of Elders will be available to local churches for workshops, seminars and other ministry to nurture church growth.

IN SPECIAL RECOGNITION

On March 18th, 1987, the Board of Elders received the resignation of Elder Michael Mank.

The Board of Elders wishes to express special appreciation to Elder Mank for his faithful service and invaluable contribution to our Fellowship. Elder Mank brought integrity and insight to the Board during the past six years, and we will greatly miss him.

We know that Michael's deep loyalty and intense commitment to the UFMCC continues and we wish him God's very best in both his personal life and future ministry.



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GENERAL COUNCIL PREFACE

The most frequently asked question of Elders and District Coordinators about the 2 year old General Council is "how is it working out?"

Happily, our unanimous opinion is that it is working very well. The partnership joined between Elders and District Coordinators has strengthened our Fellowship. The Elders are grateful for shared burden of leadership; and the Districts, through the District Coordinator's are more informed and involved.

We are attaching our minutes from 4 General Council Meetings as our formal report. As you can see, we organize our work in 3 parts: Matters that come from the Board of Elders to the General Council; Matters that are housed in one of 5 General Council Divisions; and matters generating from the Council as a whole.

Our 5 Divisions have been a source of tremendous creativity and productivity on the Council. We are also aware that our Divisions need further refining, developing and definition. The Division's include:

- Program & Budget Division -
- Finance Division -
- Corporate & Legal Division -
- Internal Communications & Planning Division -
- Personnel Division -

The most dramatic shift this biennium has been in the area of Program and Budget. The General Council has taken on the responsibility to monitor and produce the Fellowship's program and budget. Inaugurating this process during this biennium has been a tremendous challenge. The Program & Budget Division of the General Council included the programmers in the process. They also have proposed some improvements in the process for the next biennium.

The Program and Budget you have before you at General Conference is a product of the new General Council system. We are proud of our program in this area, and of the men and women who struggled together to bring it to us.

GENERAL COUNCIL PREFACE

Page 2

We believe that the General Council will serve us well as we move into a new era of growth and challenges, as outlined by the Board of Elders.

Now more than ever, we need strong, competent, courageous leadership at all levels of our Fellowship. We believe that the new General Council is providing a powerful forum for that leadership. We ask God's blessings for an inspirational and successful General Conference.

Grace and Peace,

Rev. Elder Nancy Wilson
Clerk, Board of Elders

NW/nfa



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THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES
GENERAL COUNCIL I
LOS ANGELES, CALIFORNIA
October 23-26, 1985

GENERAL COUNCIL I MINUTES

The First General Council meeting of the Universal Fellowship of Metropolitan Community Churches was held in Los Angeles, California from October 23th thru October 26th 1985. The General Council I meeting was opened with worship, prayer and a time for reflecting on the historical nature of this meeting.

Present at General Council I meeting were the following people:

ELDERS

Officers: The Rev. Elder Troy Perry, Moderator, Rev. Elder Freda Smith, Vice-Moderator, Rev. Elder Nancy Wilson, Clerk, Elder Michael Mank, Treasurer, and Rev. Elder Jean White, Executive Secretary of World Church Extension Areas.

Members: The Rev. Elder Donald Eastman, and Rev. Elder Jeri Ann Harvey.

DISTRICT COORDINATORS

The Rev. Bob Arthur of the European North Sea District, Rev. Ron Bergeron of the Eastern Canadian District, Rev. Lee Carlton of the Southeast District, Rev. Judy Dahl of the Southwest District, Rev. Bonnie Daniel of the Mid-Central District, Mr. Adam DeBaugh of the Mid-Atlantic District, Rev. Jim Dykes of the Australian District, Mr. Clarke Friesen of the South Central District, Rev. Ernest Lacasse of the Western Canadian District, Ms. Mary Moore of the Gulf and Lower Atlantic District, Rev. David Pelletier of the Northwest District, Rev. LaPaula Turner of the Great Lakes District, and Rev. Willie White of the Northeast District.

UFMCC HEADQUARTERS STAFF AND GUESTS

Staff: Mr. Ravi Verma, Administrator, Mr. Frank Zerilli, Assistant to the Moderator, and Mr. Roberto Ochoa-Schutz, Church Services and assistant Interpreter for the Hispanic Americas.

Guest Speakers: Dr. Armando Hernandez, Director of the Hispanic Americas, and the Rev. Sherre Boothman, Dean of Samaritan College.

Guest Facilitator: Dr. Clarence Snelling, of the Iliff School of Theology, led the Council in an introductory group process.

(General Council I Minutes - continued)

GENERAL COUNCIL I MINUTES - DIVISION SYSTEM DIRECTORY

All the General Council business will be recorded under the Division headings, except for business originating from the Elders (labelled "F"), from the General Council itself (labelled "G"), or business which is referred, (labeled "H").

The Minutes of the General Council I are formatted as follows:

The Roman Numeral before each motion indicates the General Council session (October 23-25, is designated as General Council I). Next to the Roman number, the section letter (A through H) is indicated, and is followed by a motion number.

NOTE: The "G" section contains the General Council structure, and thus will appear first on this report of the General Council I minutes.

General Council II and all other minutes following, will begin in alphabetical order and with the "A" section first.

DIVISIONSCHAIRS AND MEMBERS

PROGRAM AND BUDGET	A	(Elder Donald Eastman, Rev. Lee Carlton, Rev. Judy Dahl, Rev. Bob Arthur, and Ms. Mary M. Moore).
FINANCE	B	(Elder Michael Mank, Mr. Clark Friesen, and Mr. Adam DeBaugh).
CORPORATE AND LEGAL	C	(Elder Nancy Wilson, Rev. Ron Bergeron, Rev. Jim Dykes, and Rev. Willie White).
INTERNATIONAL COMMUNICATION & PLANNING	D	(Elder Jeri Ann Harvey, Rev. Bonnie Daniel, Rev. LaPaula Turner).
PERSONNEL AND STAFF	E	(Elder Jean White, Rev. Ernest Lacasse, and Rev. David Pelletier).
ELDERS	F	
GENERAL COUNCIL	G	
REFERRALS	H	

G-

GENERAL COUNCIL

(General Council I Minutes - continued)

I-G-1 Approved for a first reading.

THE STRUCTURE FOR GENERAL COUNCIL

The General Council shall have at least five (5) Divisions. The Divisions are those which focus working areas and are developed for a thorough implementation of the Directives of General Conference XII.

A. Divisions are as follows:

1. Program and Structure.
2. Finance.
3. Corporate and Legal.
4. Personnel and Staff.
5. Internal Communications and Planning.

B. Division members shall be General Council members only.

C. Division Chairs shall be Elders appointed by the Moderator.

D. Divisions may recommend actions, policies, etc., to the General Council for approval.

(M-Pelletier/2-Dahl; Unanimous)

DIVISION DESCRIPTIONS

I-G-2 Moved for a first reading.

That the following descriptions of the preview of each Division be approved as follows:

1. Program and Structure.

a. Develops recommendations for the Fellowship Biennial Program and Budget.

b. Develops recommendations for Fellowship Ministries such as the Boards, Commissions, Committees, Departments, Institutions and Publications in the areas concerning the following:

1. Evaluation.
2. Implementations.
3. Initiative.
4. Funding.

c. Recommends policy and procedures for preparing budgets for General Conference.

(General Council I Minutes - continued)

2. Corporate and Legal Division reviews and recommends policies concerning the following:
 - a. Advisory letters.
 - b. Articles of Incorporation and matters that pertain to corporate status.
 - c. By-Laws.
 - d. Chartering process of churches.
 - e. District boundaries.
 - f. International corporate and legal issues.
 - g. Legal concerns and lawsuits.
 - h. Standard Operating Procedures (SOP's).
 3. Personnel and Staff Division develops policies for the General Council concerning the following:
 - a. Administrative salary reviews.
 - b. Appointments and researches recommendations.
 - c. Employment and the following:
 1. Hiring policy.
 2. Job description.
 3. Work evaluation.
 - d. Long-term staff projections.
 - e. Security and contingency plans.
 - f. Process for evaluating Program Directors
 4. Internal Communications and Planning recommends policies and the procedures for the General Council meetings concerning the following:
 - a. Agenda.
 - b. Communications and mailings.
 - c. Coordinates between Council Communications by the following:
 1. Develop a telephone system network (telephone trees).
 2. Satellite mailings for World Church Extension and other Districts outside of the United States.
 - d. General Conference oversight.
 - f. Schedule dates and locations for meetings.
 - g. Worship services (in consultation with the Vice-Moderator) ministry focuses, nurture.
- (M-Pelletier/2-Dahl; Unanimous)
5. Finance Division Description: Moved that the charge to the Finance Division in the draft document be changed to read as follows:

(General Council I Minutes - continued)

- a. Budget: Income Projections Adjustments Monitoring
- b. Reports: Time lines Instruments Procedures
- c. Tithing Concerns.
- d. Investments.
- e. Assets and Properties (Inventories).
- f. Fund Raising.
- g. Other Financial Concerns.

NOTES FROM THE DRAFTING COMMITTEE:

- 1. The charges for each Division is still in its early stages of development.
- 2. Program sub-groups brought back specific reorganizational options for the Fellowship program agencies which the drafting committee did not feel belonged in the draft document, but should be preserved for future study.
- 3. Suggests that the next meeting ministry focus be "UFMCC Program Agencies and Structures".

I-G-3 Moved that General Council receive the report from the Director of Administration. (Attachment 1)

NOTE: With appreciation to Mr. Ravi Verma, Administrator for presenting important material in organizational development for the Council.

(M-Mank/2-DeBaugh; Unanimous)

I-G-4 Moved that General Council urge the Moderator to continue to take whatever steps are necessary, spending whatever money is necessary to get the television special, "GOD, GAYS AND THE GOSPEL: This is Our Story" on the air as expediently as possible.

(M-Friesen/2-DeBaugh; Unanimous)

I-G-5 Moved to accept the Agenda for this meeting.

(M-Mank/2-DeBaugh; Unanimous)

I-G-6 Moved that General Council have District Reports at the end of this meeting (if time permits) and to include District Reports on the Agenda for the General Council II meeting in March 1986.

(M-Harvey/2-Dahl; Nay: Eastman, Friesen, Dykes): Motion passed

(General Council I Minutes - continued)

I-G-7 Moved that all reports to General Council be submitted in writing from now on.

(M-Friesen/2-Perry; Unanimous)

I-G-8 Moved that General Council gratefully accept the verbal and written reports from Dr. Armando Hernandez, Director of the Hispanic Americas, World Church Extension.

(M-Wilson/2-Harvey; Unanimous)

I-G-9 Moved that General Council endorse the PRO-Peace Campaign in the United States and will sponsor a walk across the Continental U.S. of 5,000 persons in support of a Nuclear freeze. Based on a General Conference XII resolution.

(M-Dahl/2-DeBaugh; Unanimous)

I-G-10 Moved that General Council buy a PRO-Peace tent for a marcher at a cost of three-hundred and fifty dollars (\$350.00), that will include the name of the (UFMCC) Fellowship.

(M-Dahl/2-DeBaugh; Unanimous)

I-G-11 Moved that General Council adjourn our meeting in honor of those persons living and struggling with a.i.d.s..

(M-Perry/2-Smith; Unanimous)

A- PROGRAM AND BUDGET DIVISION

I-A-1 Moved that the following structure begin the process of developing the next Biennial of the Universal Fellowship Metropolitan Community Churches Program and Budget.

1. The Program and Budget Division shall be responsible for the development of the the Biennial Program and Budget.
2. The Program and Budget Division will convene a meeting of all the UFMCC program unit Chairs prior to the General Council II meeting in March 1986, and to immediately initiate the program planning process.
3. A Program and Budget planning specialist will be designated a place to facilitate the process. The Program and Budget Division recommends the appointment of the Rev. Marge D. Perry (Agape MCC - Ft. Worth, Texas) to this position.
4. The Program and Budget Division recommends the appointment of the Director of Administration as an ex-officio advisor to the entire process.

NOTE:

It is the opinion of the Program and Budget Division that the action (relative to Program and Budget process) mandated by the General Conference XII in the Finance Committee Report is a recommendation to the General Council, and that this proposed structure is consistent with the intent of that Report.

(General Council I Minutes - continued)

(M-Eastman/2-Dahl; Unanimous)

JOURNEY

I-A-2 Moved the following action regarding JOURNEY Magazine:

1. The publication of JOURNEY shall be temporarily suspended.
2. A search shall be made for a suitable Editor who would be responsible for the advertising, context, graphics and publication; the Editor will be accountable to the Program and Budget Division until a permanent policy can be enacted.

NOTE: The UFMCC Headquarters shall be responsible for JOURNEY Magazine's distribution and the following goals:

3. To resume publication of JOURNEY on a quarterly (1/4) basis beginning with an Easter 1986 issue, (Sunday, March 30th).
4. To operate JOURNEY within the budget passed by General Conference XII.
5. For the 1986 fiscal year, any income in excess of expenses (per issue) for JOURNEY Magazine will be given to the Editor as a bonus.

(M-Eastman/2-Moore; Unanimous)

AIDS TASK FORCE

I-A-3 In view of the fact that the proposed ten-thousand dollars (\$10,000) to be allotted for AIDS programming has not been received, and in view of the fact that all UFMCC program unit Chairs will be meeting prior to the next meeting of the General Council; the Program and Budget Division makes the following recommendations:

1. The UFMCC program unit Chairs be requested to report or present a.i.d.s., programs and future program plans of their respective units.
2. The proposal for a Task Force on AIDS ministry will be reconsidered following the meeting and the reports of program unit Chairs.

(M-Eastman/2-Dahl; Unanimous)
Nay-Bergeron: Motion passed

NOTE: Program and Budget Request.

Due to time constraints, reports from program Chairs were addressed only with regard to fiscal issues. The Division acknowledges other important issues in these reports which will be given consideration and be reported at the General Council II meeting.

I-A-4 Moved that the following action be approve/disapprove:

(General Council I Minutes - continued)

Budget requests disapproved (or units not making requests) must remain within amounts approved by General Conference XII.

Board of Elders	approve
Board of Pensions	disapprove (requested additional funds)
C.C.C.C.	disapprove (requested additional funds)
Christian Social Action	approve
Commission on Laity	approve
Ecumenical Witness	approve
Faith, Fellowship & Order	approve
Fellowship Finance	approve
Spiritual Life and Care Center	disapprove (requested additional funds)
Third World Ministries	approve
World Church Extension	approve

I-A-5 Moved that the following be adopted:

1. That no new program considerations be dealt with until after the March 1986 meeting.
2. That all policy and procedure matters as pertaining to the Program and Budget Division (i.e., funding initiative implementation and evaluation) remain pending until further consultation with the Rev. Marge D. Perry in March 1986.

(M-Eastman/2-Moore; Unanimous)

B- FINANCE DIVISION

I-B-1 Moved that all Districts outside the United States adopt the same fiscal year as that of UFMCC.

(M-Pelletier/2-Mank; Unanimous)

I-B-2 Moved that the 1977 policy for the budgeting and expenditures for UFMCC funds for Districts outside the United States and World Church Extension areas be reviewed at the General Council meeting in March.

(M-Pelletier/2-Mank; Unanimous)

I-B-3 Moved that Keeping In Touch list tithes "received by the 10th of the month" in order to be consistent with Fellowship By-Laws deadlines. It is understood that staff may use the 15th as a cut-off date for accounting purposes.

(M-Pelletier/2-Mank; Unanimous)

I-B-4 Moved that the Fellowship's Treasurer notify the District Coordinator when a congregation in their District is thirty (30) days or more in arrears on their Fellowship tithes. The District Coordinator after notification by Treasurer can in a pastoral way intervene to assist the congregation in meeting its obligations to the Fellowship. After two (2) months in arrears, a one-time ten (10%) percent assessment on each amount owed will be due.

The above motion (I-B-4) will become effective this January 1, 1986.

(General Council I Minutes - continued)

(M-Pelletier/2-Mank; Unanimous)

- I-B-5 Moved that the World Church Extension budget be expressed in pounds sterling, currently pegged at one dollars and forty cents (\$1.40) a pound (per the October 1985 currency exchange). This budget will be subject to review at each General Council meeting.

(M-Pelletier/2-Mank; Unanimous)

- I-B-6 Moved that in the event that a loan is needed for general operating expenses, a short term loan be taken using the Fellowship's Building Fund as collateral.

(M-Mank/2-Friesen; Unanimous)

- I-B-7 Moved that Mr. Tom Reveley be appointed as a consultant to the Finance Division for the biennium.

(M-DeBaugh/2-Harvey; Unanimous)

- I-B-8 Moved that one (1) of the priorities of this Fellowship is to add a Development Director (Professional Fund Raiser) to the Fellowship staff. The Finance will be in consultation with the Personnel and Program and Budget Divisions to facilitate this staffing objective.

(M-Mank/2-DeBaugh; Unanimous)

- I-B-9 Moved that the charge to the Finance Division in the draft document be changed to read as follows:

1. Budget: Income Projections
Adjustments
Monitoring
2. Reports: Time lines
Instruments
Procedures
3. Tithing Concerns.
4. Investments.
5. Assets and Properties (Inventories).
6. Fund Raising.
7. Other Financial Concerns.

- IB-10 The Finance Division recommends to the Personnel Division that they investigate the feasibility of having one (1) full-time person at Fellowship Headquarters and in charge of all financial affairs.

RATIONALE:

1. Better accountability.
2. More effective reporting system through the

(General Council I Minutes - continued)

Fellowship Treasurer and Director of Administration to the General Council.

3. Better efficiency -- one (1) person does all financial work rather than multiple people -- one (1) person receives, records and banks checks; writes checks; prepares and mails weekly, monthly, the quarterly and annual reports.
4. The person in charge would have appropriate bookkeeping and/or accounting skills.
5. One (1) person spending one-hundred (100%) percent of their time on finances instead of four (4) people spending twenty-five (25%) percent of their time.

(DeBaugh/2Friesen; Unanimous)

I-B-10 The Finance Division recommends to the Corporation and Legal Division of the General Council that they commission an authoritative study on the issue of transference of funds across national borders.

NOTE: Special attention should be paid to the following:

1. The issues surrounding the ten (10%) percent Fellowship tithe collected in non-USA countries.
2. To those Nations wherein a UFMCC District exists.

RATIONALE: We have too many "truths" about the issues, and we need the real, unvarnished truth.

(M-Friesen/2-Mank; Unanimous)

C- CORPORATE AND LEGAL DIVISION

I-C-1 Moved that the General Council I adopt the following procedures for handling Advisory letters:

1. The Clerk of the Council will evaluate incoming requests.
2. The General Council empowers the Corporate and Legal Division to issue Interim Advisory letters that are binding between General Council meetings. (This will take about 45 days to accomplish).
3. The General Council can then agree to uphold or not to uphold that decision at the next General Council meeting.
4. The Corporate and Legal Division would then examine all advisory letters to see if there are problems in the By-Laws that keep necessitating interpretation. The Corporate and Legal Division would then propose appropriate By-Laws changes to the General Council to be forwarded to the By-Laws Committee.

(General Council I Minutes - continued)

5. That all advisory opinions issued by the Corporate and Legal Division would then be intergrated into the General Council minutes.

(M-Wilson/2-Dykes; Unanimous)

- I-C-2 Moved that the Clerk's response to MCC Portland - Oregon be approved by the General Council I. (See Attachment 2).

(M-Dykes/2-W. White; Unanimous)

DISTRICT BOUNDARIES

- I-C-3 Moved that there will be no changes in District boundaries for at least two (2) years, until after the next General Conference, as the Council needs to establish working principles and adequate research in this area.

(M-Dykes/2-Daniel; Unanimous)

- I-C-4 Moved to correct earlier ruling, and that the City of Joplin, Missouri (where UFMCC presently does not have a church) be returned to the Mid-Central District for church development along with the rest of the State of Missouri.

(M-Dykes/2-Daniel; Unanimous)

CHARTERS

- I-C-5 Moved that the following three (3) churches be approved for Chartering:

1. MCC Lubbock - Lubbock, Texas
2. Mid-Cities MCC - Arlington, Texas
3. Disciples MCC - Washington, D.C. (District of Columbia)

(M-Friesen/2-Harvey; Unanimous)

- I-C-6 Moved that the following three (3) churches listed below be Chartered, and that they receive their Charter upon receipt of a letter in the Clerk's office confirming that they have raised their pastor's salary to a minimum level of twelve-thousand (\$12,000) dollars per year plus insurance:

1. MCC Louisville - Louisville, Kentucky
2. Faith Eternal MCC - Springfield, Illinois
3. Pike's Peak MCC - Colorado Springs, Colorado

NOTE:

The General Council intends to use the twelve-thousand (\$12,000) dollars (or the equivalent in other countries or cultures) guide for Chartering from now on, based on the sense of the General Conference expressed in a resolution on this matter. The Corporate and Legal Committee will have to work with all the Districts as they develop their SOP's and guidelines to make sure that there is some coordination of standards.

(M-Daniel/2-Harvey)

(General Council I Minutes - continued)

Nay-DeBaugh: Motion passed

- I-C-7 Moved to receive the Charter that was returned from MCC of Acadiana - Lafayette, Louisiana, as recommended by the South Central District, Board of Home Missions.

(M-Friesen/2-Wilson; Unanimous)

STANDARD OPERATING PROCEDURES

- I-C-8 Moved that all local church S.O.P.'s., or local By-Laws be referred to the District Committees and World Church Extension Committees for their approval.

The General Council will only review the SOP's of Districts.

(M-Wilson/2-Harvey; Unanimous)

- I-C-9 Based on the previous motion, move to refer New Life MCC - Tidewater, Virginia SOP's to the Mid-Atlantic District Committee for review.

(M-Bergeron/2-Harvey; Unanimous)

INSURANCE

- I-C-10 Moved to ask the Director of Administration to review our liability Insurance for adequate coverage of the General Council.

(M-Wilson/2-Eastman; Unanimous)

INCORPORATION ISSUES

- I-C-11 Moved that the Corporate and Legal Division of the Council deal with the issues of International, District and local Incorporation. The Corporate and Legal Division will need to consult a church attorney on these issues.

In addition, the Division will need to provide tax exempt status, information and put together a packet for the District to distribute.

(M-Pelletier/2-Dahl; Unanimous)

ARCHIVES

- I-C-12 Moved that the Corporate and Legal Division become the Archives Task Force proposed at General Conference. In order to do this, the Division needs to consult with Archival experts to help develop a plan of action.

(M-Mank/2-W. White; Unanimous)

(General Council I Minutes - continued)

D- INTERNAL COMMUNICATIONS AND PLANNING DIVISION

I-D-1 Mailing.

All Districts Reports will be shared with the General Council.

I-D-2 Agenda.

Moved that this Division will work with the office of the Clerk of General Council to form an agenda as follows:

1. To develop an agenda form for the meetings.
2. The agenda items must be submitted in writing (typewritten) thirty (30) days prior to meeting. Anything submitted after thirty (30) days will be considered at the next meeting.
3. The Theme for the meeting of General Council II in March 1986 is "Programming and Priority without vision the people will perish".

Scripture Note: Where there is no vision, the people (my people) perish: (Proverbs 29:18).

4. The dates for the General Council meeting must be planned one (1) year in advance and located generally in the Los Angeles, California area.

(M-Harvey/2-Turner: Unanimous)

COMMUNICATION PROCESS

I-D-3 Moved that the Division develop and recommend procedures for the following:

1. To Investigate cost of a Western Union, Special Mailing service.
2. To develop a telephone network system for each District.
3. The Division proposes that only urgent time-limited material be sent via special priority rate to the International offices.
4. The priority decisions will be made by the Fellowship Officers and reported immediately to the General Council members with the urgency rationale for the decision included.

(M-Harvey/2-Turner; Unanimous)

(General Council I Minutes - continued)

GENERAL CONFERENCE OVERSIGHT

I-D-4 Moved that the Division will request the following:

1. A summary report from the UFMCC Administrator and Conference Coordinator on evaluations received from Council Conference participants.
2. An evaluations from District Coordinators and Elders and prepare a summary report from those findings.
3. An Advisory report from all Conference Coordinators.
4. Development of an evaluation form for General Council meetings.

(M-Harvey/2-Daniel; Unanimous)

I-D-5 Moved that General Conference 1987 be held at the Deauville Hotel in Miami Beach, Florida.

NOTE: Location of Conference is pending final investigation.

(M-Mank/2-Pelletier; Unanimous)

I-D-6 Moved that this Division will bring to the meeting of General Council II, the recommendation for a theme for the 1987 General Conference, and further clarification as to the location of the 1989 Conference .

(M-Harvey/2-Turner; Unanimous)

I-D-7 Moved to received from Mr. Ravi Verma, Administrator of UFMCC the report on General Conference XII. (Attachment3)

(M-Pelletier/2-Harvey; Unanimous)

I-E PERSONNEL AND STAFF DIVISION

I-E-1 Moved that the General Council appropriate the funds immediately (asap) for the purchase and installation of a home security alarm system in the home of the Moderator.

(M-Pelletier/2-Mank; Unanimous)

I-E-2 Moved that the following policy be adopted by the General Council regarding the setting into motion of the communication network.

TYPES OF CRISIS

MEANS USED

LEVEL A - Death or life threatening crisis of Key Fellowship personnel, (Board of Elders, General Council Member, Executive Staff, Program leaders).

Telephone
Telegram
Telecommunications
As Soon As Possible!

(General Council I Minutes - continued)

Natural Disasters (Earthquakes,
Hurricanes, Tornadoes).

Extensive Property Damage to
congregations, institutions
(fire, severe vandalism)

LEVEL B - Death of life threatening crisis
of a member of the family or
spouse of Key Fellowship personnel,
(Pastors and Lay Leaders).

Written notification
within twenty-four
(24) hours of
Crisis.

Fiscal Disaster or Crisis.

Any member of the General Council may set the communications network in motion by calling Headquarters. The Director of Administration or his/her designate shall set the network in motion. In the event that Headquarters is destroyed, the Southwest District office shall set the network in motion. In the event that both the Southwest District office and the Headquarters are destroyed, the Northwest District office shall set the network in motion.

PRESS STATEMENT ISSUED IN TIME OF DISASTER

It shall be the responsibility of the following offices to issue statements to the press: (They are listed in order of availability).

- 1 - MODERATOR
- 2 - CLERK
- 3 - DIRECTOR OF ADMINISTRATION
- 4 - ANY MEMBER OF THE GENERAL COUNCIL

IN THE EVENT OF A LEVEL CRISIS

Telephone communications and information:

In order to keep telephone lines open, the Headquarters shall install a message telephone with a pre-recorded update on the situation.

Death:

Upon the death of the Moderator, the General Council shall convene within thirty-six (36) hours in Los Angeles, California or at an appointed place to be announced.

Life Threat/Illness:

Upon the occasion of a life threatening illness of the Moderator, the Board of Elders will convene within thirty-six (36) hours in Los Angeles, California or at an appointed place to be announced.

Telephone Directory List:

(General Council I Minutes - continued)

All the telephone numbers of the General Council members shall be made available to each member of the General Council and that list shall remain confidential.

- I-E-3 Moved that the previous motion be accepted as a first reading, and be reviewed over the next several Council meetings.

(M- J. White/2-Mank; Unanimous)

- I-E-4 Moved that the Fellowship Headquarters maintain and provide for security (using the previously developed security outline prepared for the Elders) as a guide and that Headquarters report the implementation of these guidelines to the General Council II meeting in March 1986.

(M-Pelletier/2-Harvey; Unanimous)

- I-E-5 Moved that the Fellowship develop and implement a telephone network for the General Council, by the March 1986 meeting.

(M-Arthur/2-Harvey; Unanimous)

- I-E-6 Moved that the following policy with regards to the salary for the Director of Administration be approved.

SALARIES

Director of Administration - Salary Schedule

LEVEL I	\$22,000.00 - \$24,000.00	- Health Insurance, eleven (11) days sick leave, one (1) personal day, two (2) weeks vacation (first year).
LEVEL II	\$25,680.00	
LEVEL III	\$27,480.00	

... That this procedure be developed for every member of the staff at the Administrative offices at every level and that salary be increased each year at a rate up to seven (7%) percent.

... That the Director of Administration set the job description of the clerical staff and that each staff member be supplied with a job description upon his/her employment and that in so far as it is possible that the staff work within the bounds of their job descriptions.

... If a Clerical vacancy should occur and a current employee accepts the position, they then enter under the salary grade and the job description of the vacancy.

RATIONALE: For example the Filing Clerk should not be doing Word Processing at a Filing Clerk salary.

(General Council I Minutes - continued)

... That the job description of the Director of Administration be made available by the Division of Personnel after consultation at the March meeting.

... That the Moderator and the Treasurer shall complete an evaluation form provided by the Division of Personnel, twice (2) per year for the Director of Administration and that the annual review of the Director of Administration take place annually with the Division of Personnel together with the Fellowship's Moderator, Treasurer and the Director of Administration to complete the evaluation process. These forms shall be available by the March 1986 meeting. The evaluation shall take place at the General Council II meeting on March 1986.

... That AIC be moved under the privity of the Division of Personnel and that the Division of Personnel develop an Evaluation process for all program Director and Chairs of all areas of our Fellowship.

(M- J. White/2-Perry; Unanimous)

I-E-7 Moved that the Personnel and Staff Division be responsible for researching qualified candidates for Elders appointments to Fellowship positions.

(M-J. White/2-Eastamn; Unanimous)

I-E-8 Moved that the Clerk of the Board of Elders salary be amended in the 1986 budget to \$28,600 effective January 1, 1986, and that the income portion budget be adjusted accordingly.

(M-Eastman/2-Friesen; Unanimous)

I-F BOARDS OF ELDERS

I-F-1 Moved that the following appointments to Boards, Committees and Commissions, etc., made by the Board of Elders be approved by the General Council. (See below copy of the Elders Minutes, October, which cover Section G-7 thru G-15).

DEPARTMENT OF CHRISTIAN ACTION

To appoint Mr. Adam R. DeBaugh, Chair of the Department of Christian Social Action.

CLERGY CREDENTIALS AND CONCERNS COMMITTEE

From our meeting during General Conference XII in Sacramento: The Board of Elders appointed Rev. Dee Lamb (Houston, Texas), Rev. Ron Bergeron (Ottawa, Ontario), and Rev. Bob Darst (Davenport, Iowa), as alternates to the Clergy Credentials and Concerns Committee (CCCC).

To consider additional alternates for the CCCC at the Elders, March 1986 meeting.

(General Council I Minutes - continued)

BY-LAWS COMMITTEE

To appoint Mr. Bruce Davidson of MCC Toronto (Ontario, Canada), Chair of the Fellowship By-Laws Committee, and Ms. Lyn Lehman of MCC of Northern Virginia to serve as one (1) of the members, the rest to be appointed in March 1986.

To thank Mr. George Kennedy for his service as Interim-Chair of the By-Laws Committee.

COMMITTEE ON CHURCH HYMNODY

To formally disband the Committee on Church Hymnody and to call into being the Ad Hoc Committee to investigate a Committee on Church Music and the Performing Arts, composed of the following three (3) persons:

1. The Rev. James J. Mitulski Jr., Chair (New York, NY.)
2. The Rev. Danny Ray (Dallas, Texas)
3. The Rev. Delores Berry (Baltimore, MD.)

DEPARTMENT OF ECUMENICAL RELATIONS

Ecumenical Witness and Ministry

To appoint the Rev. Elder Nancy Wilson and Ms. Sandi Robinson as Co-Chairs of this Department.

(M-Pelletier/2-Dahl; Unanimous)

H

REFERRALS SECTION

NOTE: See previous Motion (I-G-7 to ICP/I-B-11 to Corporate and Legal Division).

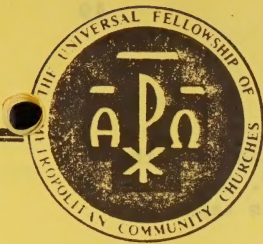
I-H-1

Moved that the Corporate and Legal Division work with the Finance Division to come up with equity among Districts in travel cost to General Council meetings.

(M-Arthur/2-Mank; Unanimous)

NW/ev/rh

(GENERAL COUNCIL I MINUTES- Rev March 86)



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

To: General Council
From: Ravi Verma, Director of Administration
RE: Administrative Report

I. Financial

1. The second quarters' financial statement including a brief analysis is included separately (B-285). A preliminary comparison with the 1986 fiscal year budget is included.
2. Appointments to the "Program and Budget Committee" need to be made now in order to prepare the line item budget by Dec. 1985.
3. UFMCC's Chartered Accountants "Levitt and Rosenblum" have developed written procedures for an audit ready accounting system. We have received a designated gift, from a private donor, to purchase a IBM P.C. We are currently exploring software to match our accounting needs. It will include provisions for an accounts receivable and accounts payable system. The goal is to start using our in house accounting system at the onset of the next fiscal year 1986.

II. Legal

1. Cuban Refugee Settlement: We have paid in full the settlement with the landlord of the settlement house in Los Angeles. This case is now closed.
2. Bingo Lawsuit: For financial reasons, we have closed this case.
3. Sacramento Convention Center: We have filed a suit against the City of Sacramento to get our deposit back.
4. Workmen's Compensation Case: We have had preliminary hearings with the Workmen's Compensation Appeal Board. The case will be before the Board sometime within the next 9 months.
5. Future: Our attorney will be involved in researching Incorporation issues. The Publication Board is requesting some legal research regarding set up for a "Publishing House."

III. Church Services

A New catalogue is included for your information. I have negotiated with MCC in the Valley to distribute their video cassettes; with Rev. Larry Uhrig to distribute his books, and with Rev. Don Eastman for his tape series.

The Publications Board (see report) has some good ideas for developing new materials.

The goal continues to be to expand our services and make Church Services revenue producing.

IV. Equipment

John Laskaris Inc. recently donated a copy machine to the Fellowship.

I am exploring different electronic communication devices for our computers to allow us to communicate with those of you who are using computers. Please give me the details of what you are using and if you have a modem.

V. Journey

A separate report is included in this packet. (A 11.8)

VI. General Conference XII

A separate financial report and a report from Mr. Jim Voltz is included. (J85)

VII. Other

I've worked with the Publications Board (see report).

Along with Rev. Elder Nancy Wilson, I taught the "Church Administration" portion of the Orientation Program organized by Samaritan College. It was a wonderful experience! I will be conducting a weekend seminar next year for "Boards of Directors" for the Southwest District. This seminar has also been organized by Samaritan.

I am looking forward to the challenging and exciting times ahead for all of us.

METROPOLITAN COMMUNITY CHURCH
1644 NE 24TH
PORTLAND, OR 97252
JUNE 24, 1985

Rev. Elder Nancy Wilson
Universal Fellowship MCC
5300 Santa Monica blvd
Suite 304
Los Angeles, Ca. 90029

Dear Rev. Elder Nancy Wilson;

The Board of Directors of MCC-Portland would like to have an interpretation of UFMCC bylaws Article 50 Item 2, Lines 27 thru 31.

These are the circumstances that have lead to this request.

Between December 18, 1984 and April 9, 1985, five board members resigned and their positions were filled by persons appointed by the board of directors.

On May 19, 1985 an open election was held at a special congregational meeting and five board members were elected to fill the appointed positions. The terms of office were determined by the number of votes each candidate received, with the highest vote count receiving the longest term down to the least vote count receiving the shortest term.

We would like to have a determination as to whether this method complies to the UFMCC bylaws stated above.

Yours in Christ,

Jose Montoya, clerk
The Board of Directors
MCC-Portland



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

September 19, 1985

Jose Montoya
MCC Portland
Board of Directors
1644 NE 24th
Portland, OR 97232

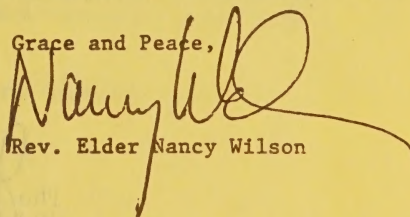
Dear Board of Directors:

Thanks for your letter of June 24th. The Board of Elders does not meet until October, and at that time we will issue a final response to your question. However, I was asked by Theresa to furnish an interim opinion as soon as possible in order for you to be able to move ahead.

As I read the ByLaws, the method you have chosen to deal with vacancies is completely in compliance with the UFMCC ByLaws, in that all matters not proscribed or prohibited by the Fellowship ByLaws are left to local option.

God bless you as you minister in Portland.

Grace and Peace,



Rev. Elder Nancy Wilson

NW/rh



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

To: General Council
 From: Ravi Verma, Director of Administration
 RE: General Conference XII Financial Report

GENERAL CONFERENCE XII FINANCIAL REPORT

INCOME

I. Registration and Events	\$69,496.47
II. Offerings	
a. General	\$12,149.26
b. World Church Extension	6,116.74
c. aids	635.69
	\$18,901.69
III. God, Gays & the Gospel (Video sales)	\$17,900.00
IV. Country Stores	\$ 8,779.22
Total:	\$115,077.38

EXPENSES

Airfare	\$ 3,346.72
Awards	\$ 300.98
Bank Charges	\$ 15.10
Country Store	\$ 5,508.71
Events	\$11,274.37
Parliamentarian	\$ 600.00
Honorarium	\$ 600.00
Land Transportation	\$ 2,270.76
Lodging	\$12,624.41
Legal	\$ 5,072.50
Meetings/Conf.	\$27,076.75
Music Equipment	\$ 4,899.00
(Expenses Continued)	

Office Supplies	\$ 1,729.75
Office Equip. Rental	\$ 1,042.99
Outside Services	\$ 4,798.71
Printing	\$23,052.58
Postage	\$ 4,961.95
Per Diem	\$ 4,684.93
P.R.	\$ 3,092.25
Salaries	\$11,482.24
Security	\$ 652.60
Supplies	\$ 678.13
Telephone	\$ 285.35
Travel	\$ 2,290.02
Worship	\$ 2,050.27
Miscellaneous	\$ 773.09

Total Expenses:

135,164.16

ACCOUNTS PAYABLE

Media G.G.G. Sales	\$ 3,237.00
Media Loan (Lodging & Airfare)	\$ 5,213.53
General Fund (Lodging & Airfare)	\$ 3,600.80
Capitol Plaza	\$ 2,000.00
Legal (est.)	\$ 2,000.00
* Post Conf. Printing and Shipping	\$ 4,500.00
Miscellaneous	\$ 700.00
aids designated	\$ 635.69

Total:

21,887.02

ACCOUNTS RECEIVABLE

From Convention Center:

\$22,983.25

SUMMARY

Total Income	\$115,077.38
Expenses	\$135,164.16
Accounts Payable	\$ 21,887.02
Accounts Receivable	\$ 22,983.25

Total loss:

\$ 18,990.55

* Can be reduced if we use Newsprint

The preceeding report shows that General Conference XII resulted in a loss of at least \$ 18,990.55. (Note: This figure does not include any compensation for UFMCC Office Staff/Elders time, telephone costs and some office supplies. These hidden overhead costs could be between \$30,000.00 - \$50,000.00. In other words, General Conference is partially subsidized by the Administrative Budget. We will have to consider these facts as we decide the registration rates for the next General Conference).

Some reasons for the deficit are:

1. Low Registration: We anticipated about 1,750 registrants, only 1,025 people registered.
2. Legal Expenses: Our dispute with the Convention Center has already cost us around \$ 5,000.00.
3. Printing: We under budgeted for printing. Printing costs at the conference site were astronomical.
4. Deposit: We did not expect to pay \$26,000.00 as a deposit to the Convention Bureau.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

To: Ravi Verma
 From: Jim Voltz, General Conference Coordinator
 RE: General Conference (XII) 1985 - Final Report

Total number of registrants for Conference were 1,000+. The attendance at services on the final weekend was about doubled this amount.

My overall impression was that the Conference was a success and ran very smoothly. The comments from people before conference about confusion and problems proved to be only the rumors they were.

Major points and Recommendations:

1. Never do a conference site cost again, based upon room count.
2. Have total contracts completed 1 year before conference
3. Reduce Printing
 - a. Prior conference packets sent to only those that order them at extra cost. (Have about 50 available at conference and one at each church for inspection).
 - b. Conference printing held to a minimum
 1. Committees, etc. responsible for their own printing and costs involved. A conference printing budget cannot be done on guesses of who wants what and how much at the last minute.
 - c. Post conference printing (reports) sent only to those that order them (with registration) plus one to each church for inspection.
4. Conference Fees
 - a. Delegate and non-delegate fees the same
 - b. Conference reports at extra cost with limited number available to buy at conference.
 - c. Early Bird registration until Dec. 31st prior to Conference only, the \$25.00 more until two weeks prior to conference (then only at conference).
 - d. Registration at Conference
 1. \$25.00 additional
 2. Daily and weekend available
 - e. Build the cost of opening reception into Registration Fee.
 - f. Charge extra at time of registration only, for other receptions (optional)
5. Conference Personnel (Departments)
 - a. Conference Coordinator
 - b. Assistant Conf. Coordinator - possible to be next Conf. Coordinator
 - c. Music and Worship (with assistant for next Conference)
 - d. Security
 - e. Office Administration (2 persons, utilizing Fellowship Staff)
 - f. Financial (Registrations and Offerings)
 - g. Country Stores (organize, order and accounting)
 - h. Conference aids, ushers, etc

- i. Local support staff - as to who would be in the budget and volunteers to be decided later

* Elders and General Council staff to be separate from Conference Staff.

6. Events - well received and should be continued
 - a. Opening Reception (built into Conference fee)
 - b. Awards Breakfast
 - c. Gala Dinner including entertainment and dancing (possibly after an earlier-shorter worship service)
7. Conference Coordinator - should be included in all original planning, including site selection, before any commitments are made. This leads to the conclusion that the Fellowship needs a permanent, at least part-time, Coordinator to handle all Fellowship sponsored conferences and meetings.

Although, financial information is yet to be finalized, expectations are that Conference 1985 operated at a loss. This should not have been. The major blame can be attributed to site cost and printing. It is not necessary to go into details, but both of these items were not in the direct control of the Conference Coordinator. I see no reason why General Conference cannot be done on at least a break-even basis and the country store make a profit.

I think many of the past problems have already been handled and with the inclusion of computerized registration the next conference will go even smoother.

I personally enjoyed, and learned alot, acting as the Coordinator for General Conference 1985. My thanks go to everyone who helped and especially to the local Sacramento support staff.

If asked, I would be interested in acting as coordinator for General Conference XIII in Florida. In any case, I will be happy to consult with anyone chosen for the position.

JV/rh



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

To: Ravi Verma, Director of Administration
From: Jim Voltz, General Conference XII Coordinator, 1985

Date: February 26, 1986

The following is a summary of the Conference evaluation forms that were returned to us.

Number of Responses: 95 (Out of around 1100 registrants)

Based on the 0 to 10 point system (1 very lowest and 10 highest, i.e. best rating)

	<u>10</u>	<u>9</u>	<u>8</u>	<u>7</u>	<u>6</u>	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>	<u>1</u>	<u>0</u>	<u>NR*</u>	<u>Average</u>
Overall	13	26	36	15	2	3	0	0	0	0	0	0	8.25
Business	4	18	17	19	12	10	3	2	0	0	0	10	7.18
Worship	13	28	20	18	4	4	4	3	0	0	0	3	7.94

* No Response

The results show that the majority of people who responded rated the conference as being between a 7 and 8 on the rating scale.

The following 3 sections report on the comments in the evaluations:

B. GENERAL COMMENTS ON OVERALL

- Workshops scheduled so more can attend
- Housing and rest closer to center
- Too many workshops at same time
- More information on town and restaurants
- More and better inexpensive food facilities
- More non-delegate participation, workshops, etc.
- Liked gathering place by country store - but quieter would be better
- Name tags well done - but add city and state
- Better Communion facilities
- Events included in fee - no extra charge
- Post daily list of activities - updated
- Place to congregate after evening service
- All facilities in one place - center, hotel, rest.
- More sharing experience time for individual groups
- More programs for spouses and friends of delegates
- More social events and meals together
- A fund raising workshop
- Couldn't go to both business meetings and workshops
- More private space for women
- Special events caused class separation
- More firm schedules and start on time
- No time to relax and socialize
- Dates of Conference conflicted with gay pride

C. GENERAL COMMENTS ON BUSINESS SESSIONS

- Documents at Conference too long to digest before meetings
- Moderator inconsistent
- Too much pettiness concerning G.S.S. report changes
- Some issues moved too quickly
- Time problem - but good for time spent
- Too much time spent recognizing various committees
- More time for business and not conflict with programs
- More space for unofficial observers
- "I always get lost anyway"
- Best yet - but ran over too many times
- Better time to deal with budget
- Difficulty being recognized
- Conflicting business and workshops
- Thank God for the pre-conference packets
- Only amendments supplied ahead of time should be addressed
- Leave out a worship service for business rather than workshops

D.

General Comments of Worship Services

- Ordination far too long
- Excellent - wonderful - superb
- Too long
- More versatility in music
- Good messages
- Music wonderful
- Good start with other languages
- More Communion Services
- Sermons too long
- Quality excellent - Quantity, too much
- More diversity in services
- Use more non-elders for preaching
- More banners - maybe from all churches attending
- Announce types of service before hand
- Rev. Jimmy Brock was great
- Too many testimonials
- Need more inclusivity
- Not enough diversity
- "The heart cannot comprehend what the TUSH cannot endure"
- Too many announcements

JV/rh

Attachment 4

WORLD CHURCH EXTENSION REPORT
SEPTEMBER 1985

TO THE GENERAL COUNCIL
FROM REV. JEAN WHITE - EXECUTIVE SECRETARY FOR WORLD CHURCH EXTENSION

The first quarter after General Conference, is always an exciting yet a difficult one. There are so many things to share with people around the world, yet no written changes to send them, or to accurately translate. People from nearly all the Countries that we are in contact with have been asking about the changes that have been made with the acceptance of the G.S.S. Report.

FRANCE

I was very pleased to be able to visit Dominique Mouthe in Lyon during the month of August. Michael Mank accompanied me for that visit. It seems that the group is growing, that the fire bomb has not stopped them from moving forward. At present they are meeting in the open air as they do not have a building. They are looking for somewhere to meet before winter sets in. As the temperatures are pretty high there in the summer it isn't too difficult at this present time to hold open air worship services. Dominique is applying to the Authorities in France to have the U.F.M.C.C. incorporated under French law, this will take place at the end of October.

They have suffered quite a bit there, Dominique and Patrick, had their home burnt, Patrick received burns on his arms from the fire, he has since been called up to do military service and Dominique is having to do the main work of keeping the group together on his own. He is very positive about the work.

They did not get to the Conference in Sacramento, because the American Government refused to give them a Visa. They had already bought the airline tickets, with the money that we had sent them, and then their Visa was not granted. Because of the fire, it meant that they had no real things of value to return to. One of the requirements from anyone outside of the States getting a Visa, is that you have proof that you have good and sufficient reasons to return to your own Country. However, they eagerly await our next General Conference. Dominique has also made contact with some of the people in Italy that I had formerly been writing to, he is visiting with them in early October. And fully believes that a group will form there. I know that God is going to bless that group and make it a satellite for other Churches to spring up from.

INDONESIA

Rev. Johanna keeps in constant contact with me, she is very excited about the prospect of me visiting there, they now have fifty women in the group in Jakarta and desperately want to meet and talk about becoming part of us, the UFMCC. I really think this group has great potential, the laws are very liberal in that country, I have been into them thoroughly and I can see that we can use this areas as a spring board for other Asian Countries.

TO GENERAL COUNCIL
WORLD CHURCH EXTENSION REPORT
FROM REV. ELDER JEAN WHITE

BREAKDOWN OF BUDGET

The following is a breakdown of the allotment of 35,000 Dollars for the year 1986 for the World Church Extension Program.

ADVERTISING	1,000	U.S. DOLLARS
OFFICE		
Supplies	300	U.S. DOLLARS
Equipment	500	U.S. DOLLARS
Office Rental	3,200	U.S. DOLLARS
Honorarium	700	U.S. DOLLARS
Post	1,200	U.S. DOLLARS
Printing	1,000	U.S. DOLLARS
Public Relations	800	U.S. DOLLARS
Salaries	17,900	U.S. DOLLARS
Telephone	1,000	U.S. DOLLARS
Travel	2,200	U.S. DOLLARS
Food & Lodging	600	U.S. DOLLARS
SUBSIDIES		
Nigeria	3,000	U.S. DOLLARS
Hispanic Area	1,600	U.S. DOLLARS
TOTAL	<u>34,900</u>	U.S. DOLLARS

One of the things that seriously concerns me about the World Church Extension Budget is the exchange rate on the International market. In August the Dollar was at 1.40, since then it has fluctuated at various scales. At the end of September it now stands at 1.46 Dollars to the Pound Sterling. This means a considerable drop in the amount of money that we receive to work with. If there is a 10 cent alteration on the Dollar on the World market, this means a 2,500 Dollar difference in the yearly amount for World Church Extension. As there is an economic crisis at present in World currency, especially amongst the countries that deal with the American Dollar, it is very difficult to project how this is going to effect our program. For instance, this month of September the allotment was worth over 220 Dollars less than last month. (After conversion). I am never quite sure where I am supposed to make the cut from in the monthly outgoing. I would ask that as we were told we could come back to the General Council and the Finance Committee to discuss a budget alteration of us to 15%, that somehow this could be incorporated into the W.C.E. Budget to account for the various losses that occur, and will go on occurring during the coming year. I would like that some time is given to some serious consideration of this issue as for us it is a crucial one.

Submitted by Rev. Elder Jean A. White,
(Executive Secretary for World Church Extension)

TO GENERAL COUNCIL
WORLD CHURCH EXTENSION REPORT
FROM REV. ELDER JEAN WHITE

HISPANIC MINISTRIES

It is so good to receive regular reports from our new Church Extension Officer, Doctor Armando Hernandez. And from the Treasurer, John Doner. I feel it's the first time in six years that I have had any real knowledge of what is going on. It seems there is a lot of excitement and a lot of growth in Mexico City and the other groups. Rev. Torres, from Queen's has shared with me that they are moving to a new Church building in New York City, this is very exciting for them. We have also received word from Jose Cruz, who has been living in Puerto Rico, for the last year. Jose wishes to begin a new work there. I am in contact with him and we will see how things go in the next month or two. It really is an exciting prospect.

NEW ZEALAND

Rev. Neighbour, has written to tell me that things are going well there and they are really progressing in there outreach program. They have had some financial difficulties, which they seem to be coming through now. Rev. Neighbour has gone back into secular employment as well as running the Church, he is back working as a Funeral Director. They are doing an outreach in the form of AIDS Ministry in their community. The man who founded the AIDS help group in Auckland died just a few weeks ago. Leigh tells me that he has been doing quite a few funerals and quite a bit of counselling in this area. We really need to pray for him as he is so isolated there.

SWITZERLAND

I am very excited about starting a group in Switzerland, it has always been a very difficult country for us to make any real contact with. A group of four men are coming at the end of October to spend a week with me in the London Church to learn more about UFMCC. This could be the breakthrough that we need.

NIGERIA

The Nigerian Churches are growing, they still are in great need in a practical level. Rev. Maduka is always excited about the growth there, but is also very concerned about the practical needs of his people. The recent military coup that has taken place does not seem to have had any bad effects so far. Only time will tell if it will effect the Christian Community, as I understand the man who has now taken power is a Muslim. A gift has been given to World Church Extension for me to visit Nigeria and to ascertain the base needs there and to use part of the gift to help provide the most important need that Rev. Maduka has.

GHANA

Rev. Larbie writes from Ghana how they long for a visit from someone from UFMCC. I am just hoping that it will be feasible for me to make a combined trip there and to Nigeria, this would make a lot of practical and financial sense as I would be on the Continent of Africa. These people really are longing to become part of our Fellowship, but quite naturally want to meet someone and discuss things before making the final decision.

TO GENERAL COUNCIL
 WORLD CHURCH EXTENSION REPORT
 FROM REV. ELDER JEAN WHITE

One of the general ideas that I have is to host a UFMCC week next summer, possibly the end of July, in Sitges in Spain and invite all the people who have been inquiring around Europe to come to that week and to learn more about us. I think this is a viable idea, as the majority of Europeans go to Spain for their Summer holiday, as it is cheap, and they could perhaps combine the two things in one, we could maybe encourage other MCCer's to come there while holidaying and help out in workshops or sharing their experience of MCC with these people. I feel confident that the time is now right, for us to move in a much bigger way into the above Countries. The seed has been sown, and is now ready for reaping.

SUBMITTED BY - REV. ELDER JEAN A. WHITE
EXECUTIVE SECRETARY FOR WORLD CHURCH EXTENSION



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

GENERAL COUNCIL II
MINUTES
HOLLYWOOD HOLIDAY INN
MARCH 5-8, 1986

The Second General Council of the Universal Fellowship was held in Los Angeles, Ca from March 5, 1986 through March 8, 1986. This meeting was preceeded by a meeting of the Program and Budget Division with Fellowship Program Directors, March 3 and 4, 1986.

Present at the General Council II meeting were the following people:

ELDERS

Rev. Troy D. Perry, Moderator
Rev. Freda Smith, Vice-Moderator
Rev. Nancy L. Wilson, Clerk
Mr. Michael Mank, Treasurer
Rev. Don Eastman, Member
Rev. Jeri Ann Harvey, Member
Rev. Jean White, Exec. Sec.
World Church Extension

DISTRICT COORDINATORS

Rev. Bob Arthur - ENSD	Rev. Ron Bergeron - ECD
Rev. Judy Dahl - SWD	Rev. Bonnie Daniel - MCD
Mr. Adam DeBaugh - MAD	Rev. Jim Dykes - AD
Mr. Clarke Friesen - SCD	Rev. Ernest Lacasse - WCD
Ms Mary Moore - GLAD	Rev. David Pelletier - NWD
Rev. LaPaula Turner - GLD	Rev. Frankye White - SED
Rev. Willie White - NED	

UFMCC STAFF AND GUESTS

STAFF: Mr. Ravi Verma, Director of Administration
Mr. Frank Zerilli, Executive Secretary to the Moderator
Mr. Phillip De Blieck, Media Ministry Director

GUEST: Rev. David Farrell, Pastor MCC San Diego

A - PROGRAM AND BUDGET

II-A-1 MOVED that the General Council approve a meeting of the following UFMCC Program Directors, Loni Allen, Sherre Boothman, Steve Pieters, Jeffrey Pulling, Nancy Radclyffe chaired by Council Member Mary Moore, a member of the Program and Budget Division and an aids Program Specialist. Purpose:

- 1) Design Aids programming schedule to begin June 1, 1986 and run through General Conference 1987, including a detailed job description for a full-time coordinator of the aids ministry, to be approved by the Program and Budget Division of the General Council.
- 2) Raise funding necessary to implement aids ministry budget.

A) Design for general appeal to UFMCC,

B) more outside funding and government and private resources.

C) Existing Resources: Money to pay transportation to meeting up to \$1000 from the existing aids fund. General Council delegates the following:

- 1) Authorize this committee to seek funds with the approval of the Program and Budget Committee
- 2) Authorizes the hiring of a coordinator when necessary funds become available. This coordinator will function under the direct supervision of the Moderator of the Board of Elders.

(M-Harvey/2Wilson; Unanimous)

II-A-2 MOVED that we accept the Media Ministry Report. (Attachment #1)
(M-Mank/2-Pelletier; Unanimous)

II-A-3 MOVED that the General Council sustains the recommendation of the Board of Elders to discontinue the Commission on Special Ministries. That the General Council affirm by letter the work of Deaf Ministries, specifically of Patrick Sterling, to the hearing impaired and differently-abled. The personal investment of time, travel, and money he has made, in the interest of serving all of God's people for the UFMCC, has been invaluable in its impact on the entire Body of Christ. (M-Eastman/2-Arthur; Unanimous)

II-A-4 MOVED that the request for restructure of the Commission for Specialized Ministry be denied.
(M-Eastman/2-Arthur; Unanimous)

II-A-5 MOVED that the 1986-87 Program Goals of the Department of Third World Ministries be received as amended.
(M-Dahl/2-Pelletier; Unanimous)

II-A-6 MOVED that the Program and Budget Division appoint one of it's members to work with the Rev. Nancy Radclyffe in developing a survey to be sent to all UFMCC clergy concerning SLACCC. The survey will be sent, returned and summarized for consideration at the next meeting of the General Council, by the Program and Budget Division.
(M-Dahl/2-Pelletier; Unanimous)

II-A-7 MOVED that the Samaritan proposals for restructure be received by the General Council as a First Reading to be acted upon in the October, 1986 meeting of the General Council.
Note: The proposed ByLaws for Samaritan College are referred to the Corporate and Legal Division for review and opinion by legal counsel.
(M-Eastman/2-Perry; Unanimous)

II-A-8 MOVED that the proposals for Publications Policies and Procedures be received by the General Council as a First Reading to be acted upon by the October 1986 meeting of the General Council.
(M-Eastman/2-Pelletier; Unanimous)

II-A-9 MOVED that the following time line be established for developing a biennial Budget and Program for the Fellowship.

<u>DATE</u>	<u>ACTIVITY</u>	<u>WHO</u>
March 1986	Prioritize Programs (struc. changes)	General Council
May 1986	Send out forms developed by to all programmers for description and cost projections	Ravi and Marge P.
September 1986	Completed program plans and budget due to	Budget and Program Division
October 1986	Review program and budget requests and develop recommendations	Budget and Program Director & four Programmers
October 1986	Present first reading to	General Council
March 1987	Set proposed program & budget recommendations	Budget and Program Director and Programmers
March 1987	Approve budget proposals	General Council
April 1987	Approved proposal mailed to Programmers	Administration
July 1987	Approve Budget and Programs	General Conference

(M-Eastman/2-Mank; Unanimous)

II-A-10 MOVED that the General Council heartily endorse the aids vigil proposal and authorize the Rev. David Farrell to coordinate this vigil program within the UFMCC - with an International Vigil the weekend of September 5,6,& 7, 1986.

- II-A-11 MOVED that a request is approved for \$1,000 cash advance for materials to be reimbursed from sale of materials.
(M-Dahl/2-Harvey; Unanimous)
- II-A-12 MOVED that all policies and procedures of the CCCC not already approved by the General Conference must be approved by the General Council prior to implementation.
Note: All present policies and procedures will be reviewed by a subcommittee of the General Council appointed by the Moderator.
(M-Eastman/2-; Unanimous)
- II-A-13 MOVED that the Finance Division, Moderator and Director of Administration consult with the CCCC, as soon as possible, to make urgent financial decisions about management of expenditures over the next few months.
(M-Wilson/2-Pelletier; Unanimous)

B - FINANCE

- II-B NOTE: Concerning feedback on 1977 policy for funds outside of U.S.A. Continue over until General Council III.
- II-B-1 MOVED that any adjustment made in the current budget at a time which falls between General Council meetings must be approved by the Finance Division.
(M-Mank/2-DeBaugh; Unanimous)
- II-B-2 MOVED that all committees, commissions, etc. which are more than 60 days in arrears in filing quarterly reports with the Fellowship Office, shall be subject to the withholding of continuing Fellowship funds until the required reports are received.
(M-Mank/2-DeBaugh; Unanimous)
- II-B-3 MOVED that the Director of Administration explore "lines of credit" for the Fellowship. These lines might also include the use of credit cards.
(M-Mank/2-DeBaugh; Unanimous)
- II-B-4 MOVED that all items that will impact the budget be voted on at one time on the last day of the General Council Meeting.
(M-Friesen/2-Mank; Unanimous)
- II-B-5 MOVED that we reconsider Motion _B-4 from the first General Council Meeting for the purpose of amending the language. Further, MOVE that language be changed from "penalty" to "assessment" and "will be due."
(M-DeBaugh/2-Mank; Unanimous)

C - CORPORATE AND LEGAL

- II-C-1 MOVED that we accept the directives from the Corporate and Legal Division on District SOP's as follows:
Minimum inclusions for District SOP's (as per the UFMCC ByLaws):
1. All UFMCC ByLaws information pertaining to Districts -- Article VC, VI A and IX B, must be integrated, included or attached.
 2. Name of the District.
 3. Additional business/voting procedures.
 4. District meeting schedule.
 5. Define District Committee composition.

6. Procedures and standards for new works, commissioning, chartering and special works.
7. Revision and review process of SOP's by District Committee of all churches. (M-DeBaugh/2-Arthur-Nay; Friesen)

II-C-2 MOVED that the General Council delegate the authority to answer all advisory requests to the Corporate and Legal Division. And that if they have a difficult request, or if they cannot agree, only then will they bring the matter to the Council. Note: Most of the requests are very routine, or relatively minor, and should not take up the Council's time. (M-Arthur/2-Turner; Unanimous)

II-C-3 MOVED that the request from St. Louis: "Can a non-MCC member be appointed to a local church's Board of Trustees?" Our advice is: Yes, as long as the Board of Trustees is NOT the same as BOD/Local Administrative body and, unless it is a violation of State or Provincial law. (M-Wilson/2-White W.; Unanimous)

II-C-4 MOVED that we approve the Charters of MCC Gainesville, Florida and MCC Key West, Florida. Both meet the minimum requirements and have been approved by their District. (M-Wilson/2-Bergeron; Unanimous)

D - INTERNAL COMMUNICATION AND PLANNING

II-D-1 MOVED that Patrick Sterling be named as a consultant to Internal Communications Division in their General Conference planning for the hearing impaired, handi-abled and language interpretation issues. (M-Harvey/2-Turner; Unanimous)

II-D-2 MOVED that the theme of General Conference XIII be: "Perfect Love Casts Out All Fear." 1 John 4:18 (M-Harvey/2-Daniel; Unanimous)

II-D-3 MOVED that I.C.P receive financial and demographic information, within the next 60 days, from the last three General Conferences. Rationale: For study, review and research toward better planning for future conferences. (M-Harvey/2-Turner; Unanimous)

II-D-4 MOVED that the District Coordinator's appoint or assign a person in their District to review, study and research their conferences for:

1. Cost effective guidelines
2. Cost and fee data for registrations, etc.
3. Promotional ideas and that the resulting information be given to Internal Communications and Planning Division.

(M-Harvey/2-Turner; Unanimous)

II-D-5 MOVED that we received the report from Internal Communications and Planning Division (M-Harvey/2-Turner; Unanimous)

II-D-6 MOVED that the gift of \$500 per month for Nancy Wilson designated as 'tax free' vacation package be set aside for the next 6 mos. and to be used at her discretion, as a thanksgiving for dedication, service and faithfulness to UFMCC as Clerk of the Board of Elders for the past 6½ years. (M-Turner/2-Daniel; Unanimous)

E - PERSONNEL & STAFF

- II-E-1 MOVED that the Personnel Division develop a security manual for UFMCC clergy and lay leaders and local churches.
(M-DeBaugh/2-Turner; Unanimous)
- II-E-2 MOVED that we investigate a Whole World Catalogue for Christmas of 1987, profits for World Church Extension. (David Pelletier will organise this).
(M-Pelletier/2-Friesen; Unanimous)
- II-E-3 MOVED that the report from the Personnel and Security Division was received.
(M-White/2-Turner; Unanimous)
- II-E-4 MOVED that a separate phone line be installed with an answering device to be used only for Level A crisis, to be placed in the Fellowship Offices.
(M-White/2-Wilson; Unanimous)
- II-E-5 MOVED that Personnel Division develop a policy to avoid "conflict of interest" or the "appearance of conflicts of interest" in Fellowship staffing and appointment throughout UFMCC. Said policy will not be retroactive.
(M-White, W./2-Wilson; Unanimous)

F- ELDERS

- II-F-1 MOVED that we affirm the Elders decision to disband the ad hoc committee for Commission on Music and Performing Arts.
(M-Wilson/2-Pelletier; Unanimous)
- II-F-1 MOVED that appointments to ByLaws Committee by the Board of Elders be accepted with the understanding that a process will be developed working with the Personnel Division of General Council. Appointed was: Jim Norwood
(M-Pelletier/2-Arthur; Unanimous)

G - GENERAL COUNCIL

- II-G-1 MOVED That we adopt I-G-1 and add I-B-9 (Finance Division) of General Council I Minutes be set into motion as official division descriptions.
(M-Turner/2-Friesen; Unanimous)
- II-G-2 MOVED that we not submit District Reports at Council Meeting because we already share our reports through the mail.
(M-Pelletier/2-Arthur; Unanimous)
- II-G-3 MOVED that we reconsider I-G-6 from General Council I Minutes.
(M-Pelletier/2-Daniel; Unanimous)
- II-G-4 MOVED that we adopt the agenda for this General Council Meeting.
(M-DeBaugh/2-Harvey; Unanimous)
- II-G-5 MOVED that we received the Director of Administration Report.
(Attachment 2) (M-Pelletier/2-Daniel; Unanimous)
- II-G-6 MOVED that we approve Minutes of General Council I as amended.
(M-Turner/2-Pelletier; Unanimous)

- Our meeting closed with prayer.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-510

February 28, 1986

Dear Pastor/Worship Coordinator:

"God, Gays & The Gospel: This Is Our Story", our television documentary is going on the air!

The program will air in Los Angeles, California on April 27 and will continue to show around the United States on Public Access Cable channels until we have covered the entire United States.

The U.F.M.C.C. Media Fund is buying ads in the Advocate and in other publications. We want the largest watching audience possible.

But we still need your help. In order to air "God, Gays & The Gospel..." in your city, you or someone you designate, must contact your local cable company. All the information you need to do this is contained in the directions that follow this letter.

We have a staff member who is acting as Director of Public Relations for the Media Ministry until we finish airing "God, Gays & The Gospel: This Is Our Story." His name is Mr. Phillip R. DeBlieck. After reading the enclosed materials, please if you have any questions, write or call him at Fellowship headquarters.

In Christ,

Reverend Troy D. Perry

TDP/fkz



5300 Santa Monica Boulevard, Suite 304. Los Angeles, California 90029 (213) 464-5100

February 28, 1986

Dear Friends:

Enclosed in this letter are directions of how you can help the Universal Fellowship of Metropolitan Community Churches Media Ministry get "God, Gays And The Gospel: This Is Our Story" aired in your home area.

1. The Fellowship has discovered that free air time is ours for the asking. In any city in the United States where there are Cable Television Companies there are Public Access Channels (this is not the same as Public Broadcasting Stations -PBS-). By an act of Congress, Television Cable Companies must make time available for any citizen wishing to use Public Access Channels on a first-come basis.
2. Cable Television Companies may not censor the content of the program being shown on Public Access Channels.

It is very important to remember that when you deal with the Cable Company in your area. Also, you, or the individual you designate, must be subscribers to the Cable Television Company's service. In some cities there are two or more cable companies. If that is the case in your area, please apply for time on all of them.

Cable companies may charge small fees for what they usually call set-up time (or they may call it something else). The U.F.M.C.C. Media Ministry Fund will pay for that. Just please fill in the appropriate line on Form UFMCC-MF-1 which is enclosed and we will send you a check immediately.

3. Please arrange and ask for air time between the dates of April 15 and June 30 if that is possible. We want to reach the largest number of viewers possible before summer vacation starts.
4. When you approach your cable company, tell them you are interested in showing a "one-time" hour documentary of your Church. Some cable companies will permit only half hour shows unless it is a special program that is for a "one-time showing only". However, some companies will want to show it more than once. If that is the case with your area company, please do.
5. We will supply the video tape to you once we know what you need. Please indicate on the form enclosed the size of tape you need.
6. Ads in the Advocate and other publications will be placed and paid for by the U.F.M.C.C. Media Ministry announcing when "God, Gays & The Gospel: This Is Our Story" will be shown in your area.

UFMCC MEDIA MINISTRY

NAME OF CHURCH: _____

ADDRESS OF CHURCH: _____

CONTACT PERSON IN LOCAL CONGREGATION IF NOT PASTOR OR WORSHIP COORDINATER: _____

NAME AND ADDRESS OF LOCAL CABLE COMPANY: _____

NAME OF PERSON CONTACTED AT CABLE COMPANY: _____

DATE AGREED APON SHOWING: _____

CHANNEL NUMBER: _____

AMOUNT OF FEES IF ANY: _____

NAME AND ADDRESS OF PERSON TO WHOM FEES SHOULD BE PAID: _____

WHAT SIZE VIDEO DOES THE CABLE COMPANY NEED: 1/2 3/4 1 inch (circle one)

IF INFORMATION AVAILABLE, APPROXIMATELY HOW MANY SUBSCRIBERS DOES YOUR

CABLE COMPANY HAVE: _____

SEND TO: PHILLIP RAY DE BLIECK
PUBLIC RELATIONS DIRECTOR
MEDIA MINISTRY

5300 SANTA MONICA BLVD., #304
LOS ANGELES, CAL. 90029

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

To: The General Council
From: Ravi Verma, Director of Administration
Date: February 25, 1986

Re: Administrative Report

A. Legal:

1. UFMCC vs. Sacramento Convention Center

Our battle with the Convention Center regarding the refund (\$28,053.00) continues. We are trying to establish that we had 380 sleeping rooms booked in the hotels within the Sacramento City limits.

At first the Convention Center indicated that if we provided them with a full registration list they might settle the case. They did not accept this. Then, we decided to obtain signed declarations from each registrant whose name did not appear on the Convention Center list. We sent out a letter and a declaration to the above group. Two thirds of the declarations have been returned to us and about half of those are applicable. We need around 35 more applicable declarations, and a second letter has been sent.

The completed declarations will eventually be sent to the Convention Center by our attorney. This should happen in the 2-3rd week of March '86. I'll keep you informed of our progress. (Attached is a letter from our attorney regarding this case - #1)

2. UFMCC vs. Workers Comp - re: Kurt Kreisler's claim.

This case seems to be slowly coming close to being thrown out of court. It is not yet clear if Mr. Kurt Kreisler will be able to continue his claim in either the Workers Compensation Court or as a Civil Suit.

3. Liability Insurance

As of today we do not have any "Directors and Officers Liability Insurance." We are waiting to hear from 3 different companies. I've asked for coverage for the Elders, not for the whole Council.

B. Financial

1. The January 1986 monthly report, including, analysis is attached (#2)
2. The January '86 report has been prepared completely "in house" on our computer. This has been a major undertaking and I am very proud of our efforts! In the next few months we'll be experimenting with different formats, analysis, weekly reports, etc.

Written procedure prepared by our auditors has been given to the Finance Division for review.

3. Other -

- a. The World Church Extension allotment is being 'pegged' to an exchange rate of 1.40.
- b. We took out a short term loan of \$7,000.00 for the purchase of the computer. A private donation of \$5,000.00 was used to payback this loan.
- c. A letter regarding the penalty for late tithes will be sent to all churches. (#3)
- d. Information and concerns regarding a "full time accounting staff" person have been shared with the Finance and Personnel Divisions.
- e. I have attempted to have reports reach the Finance Division by the 10th of the following month. So far it has worked reasonably well. However, bank statements are sometimes late and that makes it difficult to meet the deadline.
- f. Funds collected for Mexico City Building Fund are being kept in a separate bank account.
- g. Attachment #4 outlines some concerns I have regarding the decision making around budget changes.

C. Personnel

1. A draft of the UFMCC's Personnel Manual has been submitted to the Personnel Division for discussion and review - along with some questions about the divisions proposals at the last meeting.

D. Communications

1. We have ordered a "Merlin" Telephone System. It should leave one line open at all times for incoming calls.
2. Frank Zerilli is working on setting up a phone tree for the entire General Council.
3. All travel and hotel arrangements for future General Council meetings will be coordinated by Frank Zerrilli

E. General Conference

1. Mr. Jim Voltz has prepared a report summarizing the "evaluation forms" from the Sacramento General Conference (attachment #5)
2. Rev. Bonnie Daniel and I attended the "Religious Management Association's Conference for conference planners in Forth Worth, Texas. A report has been given to the Communications Division for review. It has some excellent information to help us in planning future conferences.
3. Conference 1987

We have signed a contract with the Deauville Hotel, in Miami Beach, Florida for the 1987 General Conference. The room rates are fixed at \$46.00 for single and double, plus 10% tax - 3rd or 4th persons the same room would be \$13.00 per person daily, plus 10% tax. If gambling is legalized in Florida before that, the rates will be amended, but not to exceed \$60.00 per day single or double occupancy.

I plan on selecting a conference coordinator and hope to start conference work by July '86.

4. Conference '89

Several cities are interested in hosting our conferences. A decision needs to be made about potential sites so that detailed bids can be solicited from them.

F. Program

I've met with the Programmers for three days to discuss common concerns. Rev. David Day has been in touch regarding Journey Magazine

It's been hectic! Thanks for your support.

Attachment 3

WORLD CHURCH EXTENSION REPORT, FEBRUARY 1986
TO: THE GENERAL COUNCIL
FROM: REV. ELDER JEAN A. WHITE
EXECUTIVE SECRETARY FOR WORLD CHURCH EXTENSION

The last few months have been exciting in our outreach program within World Church Extension. However, financially the situation seems rather bleak at present. The more countries we move into it seems the more money we are going to need, and it is just not there.

One of the questions that we are going to have to think about and discuss, is how long are we going to make Mexico our priority re: finance? While I think it is a good idea to do this and was very much needed, I wonder how long it has to go on for, as the rest of the World Church Extension fund is suffering. As the building which the Mexico people had hoped to buy, was bought by someone else, do we still need to raise the 32,000 dollars? Or should we just raise enough for a deposit for them for when they find another building?

At present the general fund of the fellowship is having to pay most of the World Church Extension monthly allotment. As not enough money is coming in to cover the cost. During the last two or three months, I have received letters from some churches that were supporting us, who are now no longer able to, due to the increase in tithe to the fellowship. This certainly is making a difference to us.

INDONESIA

The trip to Indonesia, which was financed by a designated gift from a woman in the Pomona Church, was a very successful trip. I arrived and was very encouraged to meet with as many people as I did, at one point there were fifty-one people in the meeting. Mostly they were women, the men met at separate times. They are going to try to combine meeting together and hold joint services. Until now the men and women in the community have not mixed very much, but are going to start having more mixed groups as of my visit.

There do not seem to be any laws which we need to worry about, or that we can run up against in any way by having a church there. However, the Muslim community is very large, eighty per cent of the whole nation. And they are very fundamentalist in their outlook. Many of the men and women there have lost their jobs because they have differing views to the people that have employed them. The people were very poor for the most part, there were one or two women who seemed to come from quite wealthy families. The class system is very evident. The majority of the people do not work. Some of the women are prostitutes, as this is the only way that they can earn a living. And some of the men are hustling on the streets at night. Their views of life are very different from the views of life that we hold. However, they are Christians and they have met much opposition from people in churches and from other religious bodies.

The woman who has been in contact with me all the time, Rev. Johanna Kawengian/Anky, is a very forthright person. A woman who has great leadership qualities, and has managed to gather together a group of Christians around her who really want to start a church, involve themselves in the community, and begin to work to change the biases that are in the churches.

TO GENERAL COUNCIL II
WORLD CHURCH EXTENSION REPORT
FROM REV. ELDER JEAN WHITE

Anky, as she is known, has worked for many years within the Protestant church of Indonesia. And then lost her job for being too outspoken on various issues. This resulted in newspaper and television interviews and a lot of personal loss and heartbreak for her. When she heard about MCC she thought it was a dream come true, here was a church that she felt she could understand, work with, and be herself. Anky already has a degree in Theology, has been licensed by the church for many years, and I feel she should be licensed within our fellowship in a very short time. Obviously she will have to do the Polity course and various other things, but I think it would be very difficult for her to undertake many of the requirements of the CCCC in English. Bihasi, is her language, which is the official Indonesian language, and although she speaks a certain amount of English, studying in it would be very difficult for her at present. One of the women who did most of the translating for me, was a woman from Iran, she is a teacher of English, and has a very strong personal faith, her father was beheaded by Khomeni, because he belonged to the Bhai faith and she and her mother fled from Iran to Indonesia. Her mother has died in Indonesia and Sammy is residing there at present until she knows where she is being led to go. She would like to stay in Indonesia and work with the church if possible, but as she is now officially stateless, we are not sure what the outcome of her application to be resident of Indonesia will be.

At present what we have arranged is that Rev. Anky, will go ahead with holding weekly services and we will send as much information and material as possible to them. And they will try later to work to be a non-commissioned church. The economic situation in Indonesia is very bad, and I can foresee that help will be needed for them financially as they grow. There is a great potential in that country and around the various Islands of Indonesia. The people were excited, vibrant and very much wanting to learn about the liberated love of Christ for them. I think for sometime to come there will be many more women in the church than men, until they learn to mix with one another on a social basis. Their culture has not brought them together very much. Although their laws are that women and men should have equal opportunities at home, work and in worship, this is not acted out, it is only theory. So there is a lot of hard work for the women to do in trying to get the men to accept them as equal people. I was very excited by my visit, and really believe that God is going to do a marvellous work in that country.

NIGERIA

Rev. Maduka has written many letters in the past few weeks to me. There has been yet another military coup in the country and it means that economically things are not very good. He tells me that things are now triple the price of what they were two months ago. A designated offering has been sent to World Church Extension for a visit to Nigeria and Rev. Maduka is very excited and pressing that I go. I think it would be good if I could take another nurse or doctor with me as most of their needs are medical ones. They have obtained a building somehow which they want to open and use as a clinic temporarily and I think they are very anxious for a nurse to visit and help them a little. Maduka writes that the churches are growing and thriving and people are really praising God for what they have even though times are very bad.

TO GENERAL COUNCIL II
WORLD CHURCH EXTENSION REPORT
FROM REV. ELDER JEAN WHITE

EUROPE

Here in Europe we are planning to hold a week long meeting in August in Sitges, in Spain. It seems to be an ideal place to hold this, as Spain is a very popular country for people in Europe to go to for their summer holidays, and it is cheap. We feel that people will come to these meetings as part of their annual holiday. However, it does cost to hold such a conference although I am able to raise some money personally, from amongst my own friends, I can foresee that we shall have some needs that are not going to be met in this way. I am hoping that the fees that we will charge for attending the course will cover them eventually. However, there is always initial outlay and I am not quite certain how we are to go about this, as we are so low in finances at present. I really believe it is an important move for us to have this meeting, where we can teach people about the fellowship, people who have been inquiring from around Europe for a long time. People who are in isolated places, who receive no fellowship from other Christians and are longing to become part of UFMCC. Another question regarding these people is, can we make them members of UFMCC when there are no churches in their country? Some of these people are so longing to be members of MCC not just friends of the fellowship. They often indicate they would like to contribute financially, but would be unable to fulfill all the by-law requirements such as attending worship regularly. I think it is something that maybe we should look at for these people to help ease their isolation.

We have had to move offices here in London as our lease came to an end and it was not renewed. God has been good, we have much bigger, brighter office premises for the same amount of money.

There are many issues around World Church Extension which I would like for us to look at and discuss, if we cannot set aside a time at this General Council meeting, then I would like to set aside some time during the next General Council meeting to deal with these issues.

SUBMITTED BY REV. ELDER JEAN A. WHITE



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

GENERAL COUNCIL III
MINUTES
MIDTOWN HILTON, LOS ANGELES
OCTOBER 20-25, 1986

The Third General Council of the Universal Fellowship was held in Los Angeles, CA from October 20, 1986 through October 25, 1986. This meeting was preceeded by a meeting of the Program and Budget Division with Fellowship Program Directors, October 19th and 20th, 1986.

Present at the General Council III Meeting were the following people:

ELDERS

Rev. Troy D. Perry, Moderator
Rev. Freda Smith, Vice-Moderator
Rev. Nancy L. Wilson, Clerk
Mr. Michael Mank, Treasurer
Rev. Donald Eastman, Member
Rev. Jeri Ann Harvey, Member
Rev. Jean White, Executive Sec.
World Church Extension

DISTRICT COORDINATORS

Rev. Bob Arthur - ENSD	Rev. Ron Bergeron - ECD
Rev. Judy Dahl - SWD	Rev. Bonnie Daniel - MCD
Mr. Adam DeBaugh - MAD	Rev. Jim Dykes - AD
Mr. Clarke Friesen - SCD	Rev. Willie White - NED
Ms. Mary Moore - GLAD	Rev. David Pelletier - NWD
Rev. LaPaula Turner - GLD	Rev. Frankye White - SED
Mr. Arthur Pearson - WCD	

STAFF: Mr. Ravi Verma, Director of Administration
Mr. Frank Zerilli, Confidential Assistant to the Moderator
Mr. Phillip De Blieck, Media Ministry Director

GENERAL COUNCIL III MINUTES
October 20-25, 1986

A - PROGRAM AND BUDGET

- III-A-1 Moved that the Program & Budget Division design procedures and policies for the development of designs for the future programs of UFMCC, to be presented for first reading at March General Council meeting.) (M-Turner/2-Wilson; Unanimous)
- III-A-2 Moved that the General Council reaffirm the following program and budget priorities as policy for the development of the 1988-89 Program and Budget:
- (A) Adequate Executive, Administrative, and Support Staff Salaries.
 - (B) Establishment of a Financial Development Program.
 - (C) Samaritan Education Center.
 - (D) World Church Extension.
 - (E) Development of Church Services.
- These priorities may require that some current programs be discontinued.
- NOTE: These priorities were previously presented by the Board of Elders to the Fellowship Finance Committee for preparation of the 1986-87 Budget.
- (M-Eastman/2-Dahl; Passed;
1 no - Turner)
- III-A-3 Moved that the following policy be accepted as a first reading for action on adoption at the next meeting of the General Council:
- FUNDING OF PROGRAMS
- Only approved official programs of the UFMCC may seek funding within the UFMCC. The only source of funding within the UFMCC shall be through the budgetary process.
- NOTE: This policy does not include local church or District Programs. This supercedes all previous policies.
- (M-Arthur/2-Moore; Unanimous)
- III-A-4 Moved that the following policy be accepted as a first reading for action on adoption at the next meeting of the General Council:
- APPROVED PROGRAMS
- Only those programs that have submitted "program plans" which have been approved by the General Council may be considered official programs of the UFMCC.
- NOTE: This policy does not include local church or District Programs.
- (M-Eastman/2-Dahl; Unanimous)
- III-A-5. Moved that to give Program & Budget Division authority, sanctioned by the full General Council, to present the 1988-89 budget to the General Council in March and that NO further budget hearings take place outside of that division's process as mandated by General Council.
- (M-Harvey/2-DeBaugh; Unanimous)
- III-A-6 Moved that we receive the report from the Director of Administration. (Attachment 1) (M-DeBaugh/2-Turner; Unanimous)
- III-A-7 Moved that in the future we refer Director of Administration Development reports to Program and Budget Division, and ask them to bring them to us. (M-Dahl/2-Eastman; Unanimous)

GENERAL COUNCIL III MINUTES
October 20-25, 1986

- III-A-8 Moved that UFMCC AIDS Program not be initiated because of lack of funding and lack of coordinated efforts among the various programs responding.

NOTE: Of the calendared events (contributed by programs), 3 (three) have failed to occur, 1 (one) was late, leaving only 2 of 6 (both non-UFMCC programs) occurring as planned. The funding necessary for the hiring of a Program Coordinator has failed to arrive in significant amounts and there is no upcoming event planned to alter that.

NOTE: The cessation of this program will have no impact on the Fellowship's response to the issues surrounding aids: Program Units, Districts, and General Conferences will continue their impact at least at the same rate. Any remaining funds will be used for Aids Ministry of the UFMCC.

(M-Moore/2-Arthur; Unanimous)

- III-A-9 Moved that we accept the resignation of Adam DeBaugh as Chair of Christian Social Action and express our gratitude to him and to those who have contributed so greatly to this important ministry. And that we further accept the recommendation of Adam DeBaugh that the Department of Christian Social Action be discontinued, having fulfilled its purpose for the present time within the UFMCC.

(M-Dahl/2-Moore; Passed;
1 no - Perry)

- III-A-10 Moved that SLACCC be discontinued as an official program of the UFMCC. Further that we express our deep gratitude to Rev. Nancy Radclyffe and those who have worked with her, contributing many hours of valuable ministry to our Fellowship.

(M-F.White/2-Arthur; Passed;
2 Abs - Friesen/Pearson)

- III-A-11 Moved that it is the strong feeling of the General Council that we are not finished with the work of Christian Social Action in our Fellowship. It is clear that the work of the Moderator, and the Board of Elders is clearly focused on CSA issues. Further, every church, pastor and District is immersed in these issues. Our understanding is that the initial work of the Department of Christian Social Action in educating our people for the need for Christian Social Action has been met for now. However, the General Council will continue to struggle with how to meet Fellowship level needs in the area.

(M-Moore/2-Harvey; Unanimous)

- III-A-12 Moved that the Clergy Credentials and Concerns Committee be directed to assure that, using its current funding, all CCCC members are enabled to participate in its work. (M-W White/2-DeBaugh; Unanimous)

- III-A-13 Moved that we table the new appointments to the Clergy Credentials and Concerns Committee until the March 1987 General Council meeting.

(M-DeBaugh/2-Eastman; Unanimous)

GENERAL COUNCIL III MINUTES
October 20-25, 1986

- III-A-14 Moved that the Sub-Committee on Clergy Credentials and Concerns Committee understand its mandate to include dealing with the perceived crisis in leadership of the CCCC, and offer direction for the Council and CCCC, by our next Council meeting. And that the sub-committee delegate a member to take the responsibility to meet with Rev. Vierra to offer direction and supervision for the upcoming credentialing cycle.
(M-Wilson/2-Arthur; Passed;
2 no-Friesen/Smith;
4 Abs-Pelletier/Bergeron/Turner/Moore)

B - FINANCE

- III-B-1 Moved that we accept the General Conference budget with the changed registration fees; and that all General Council members registration fees be paid by General Conference.
(M-Pelletier/2-Friesen; Unanimous)
- III-B-2 Moved that the budget revision request from the Department of Third World Ministry be denied (i.e. seed money for a conference on White People Against Racism).
(M-Mank/2-Moore; Passed;
1 no - DeBaugh/3 Abs-Smith/Daniel/Turner)
- III-B-3 Moved that the General Council release the budgeted funds for the Credentials Committee, except the budgeted funds for the 1986 District CRC's, with the oversight and approval of the Sub-Committee on CCCC and Director of Administration on a request basis.
(M-Pelletier/2-Wilson; Unanimous)
- III-B-4 Moved that the Budget revision request from CCCC be denied (i.e. to increase the salary of the Chair of CCCC to Full-time).
(M-Mank/2-Daniel; Unanimous)
- III-B-5 Moved that all program units, which receive UFMCC funding, submit bank statements, back up receipts, and bank reconciliation statements every quarter to the Fellowship.
(M-Mank/2-Pelletier; Unanimous)
- III-B-6 Moved to refer to Corporate and Legal Division the recommendation that all "new and special works" which are required to remit the 5% assessments to their Districts are also required to tithe to the Fellowship. They shall also be subject to the 10% late assessment policy. They will also be recorded in the Fellowship cumulative tithe listing.
(M-Mank/2-Daniel; Passed;
1 Abstain: Daniel)
- III-B-7 Moved that the Board of Pensions be allowed to submit separate Financial reports to the General Council and the General Conference. The reporting procedures must be approved by the General Council and the General Conference.
(M-Mank/2-Friesen; Unanimous)

GENERAL COUNCIL III MINUTES
October 20-25, 1986

- III-B-8 Moved that effective immediately, the UFMCC no longer utilize the services of Travel Advisors as a travel agent.
(M-Mank/2-DeBaugh; Passed;
2 Abs-Perry/Wilson)
- III-B-9 Moved that the Administrative Offices be instructed to secure the services of a travel agency which will guarantee the Fellowship the most economical and convenient travel arrangements.
(M-Mank/2-DeBaugh; Passed;
1 Abs-Arthur)
- III-B-10 Moved that in view of the probable loss of 1985 General Conference funds and the possible expenses involving the Judicial process, it is moved that all 1987 budget categories be reduced by 3%, with the exception of Salaries, to be reviewed at the March General Council Meeting.
(M-Mank/2-DeBaugh; Unanimous)
- III-B-11 Moved that the Program and Budget Division be asked to include a debt retirement line item in the budget proposals for 1988 and 1989.
(M-Mank/2-DeBaugh; Unanimous)
- III-B-12 Moved that \$1000 be taken from the estate of Virgil Scott to pay the retainer for investigation, effective immediately.
(M-Wilson/2-Pelletier; Unanimous)
- III-B-13 Moved to correct errors in the Finance report by memo to all who received the report.
(M-Pelletier/2-Turner; Unanimous)

C - CORPORATE & LEGAL

Moved that the SOP's of (Districts listed below) be approved with minor corrections being received by Corporate & Legal Division prior to next General Council Meeting:

- III-C-1 Northwest District
III-C-2 Northeast District
III-C-3 South Central District
III-C-4 Mid Central District
III-C-5 European North Sea District
III-C-6 Eastern Canadian District
(M-Wilson/2-Pelletier; Unanimous)
- III-C-7 Moved that all Chartered and Commissioned Churches shall be listed in the UFMCC Directory. All "New Works and Special Works" will be listed in the Directory only after approval by the District Committee and reporting of that approval to the Fellowship Offices.
(M-Harvey/2-Moore; Unanimous)
- III-C-8 Moved that in view of the restructuring of Samaritan Educational Ministries that the Council authorize Corporate and Legal to work with the Fellowship Attorney to propose the Articles of Incorporation and final By-laws for Samaritan College by the March General Council Meeting. Excel is now under the direction of the Program & Budget Division and the Office of Ministry Resource is now accountable to the Director of Administration.
(M-Wilson/2-Turner; Unanimous)

GENERAL COUNCIL III MINUTES
October 20-25, 1986

- III-C-9 Move that the Council authorize our attorney to work with Corporate and Legal Division to draw up Articles of Incorporation and By-laws for the UFMCC Board of Pensions and a Fellowship publishing entity to bring to the March General Council Meeting.
(M-Wilson/2-Arthur; Unanimous)
- III-C-10 Moved that we revoke the Charter of St. Jude's MCC, Columbia, S.C. as per the recommendation of the District Committee of the GLAD District.
(M-Wilson/2-Daniel; Unanimous)
- III-C-11 Moved that we approve the Charters of MCC Buffalo, NY and MCC Christ The Liberator Princeton, NJ.
(M-Wilson/2-Bergeron; Unanimous)
- III-C-12 Moved that the Fellowship By-laws Committee serve as the General Conference Resolution Committee as well. (M-W White/2-Bergeron; Unan)
- NOTE: That all policy readings routinely go to Corporate & Legal Division for review.

D - INTERNAL COMMUNICATIONS AND PLANNING

- III-D-1 Moved that ANYTHING including addendum reports for reproduction for inclusion in official General Conference packets, not submitted by March 1, 1987, will not be distributed at General Conference. Exceptions will be made only at the discretion of General Council or the Board of Elders.

RATIONALE: 1) Savings on printing expenses. 2) To avoid the repeat of chaos and waste of time, energy and money, as previously experienced. 3) To permit sufficient time for all conference participants to review materials and share with congregations without fear of "surprises" on the floor of General Conference. 4) Provides flexibility for important materials to be presented at conference.
(M-Harvey/2-Pelletier; Unanimous)
- III-D-2 Moved that the registration rates for all World Church Extension areas North Sea District, Australian District, and Canadian District participants at General Conference shall be \$80.00.
(M-Harvey/2-Daniel; Unanimous)
- III-D-3 Moved that this Council recognize the Director of Administration and Chair of the Internal Communications Division to explore and recommend three sites for rotation of General Conference meetings. NOTE: This is not to exclude the possibility of Non-U.S. Sites.
RATIONALE: 1) Negotiating power with hotels and airlines is increased, and 2) advanced planning is made easier for staff, churches and all participants.
(M-Harvey/2-Pelletier; Passed;
1 no-Freisen)
- III-D-4 Moved that we shall have three General Conference social events that Internal Communications shall plan, and that the costs shall be included in the registration fee as per General Conference report.
(M-Pelletier/2-Friesen; Unanimous)

GENERAL COUNCIL III MINUTES

October 20-25, 1986

- III-D-5 Moved that we accept Minneapolis - St. Paul as the site of General Conference 1989. (M-Moore/2-DeBaugh; Passed; 1 Abs-Pearson)

- III-D-6 Moved that we accept the Internal Communications and Planning Report. (Attachment 2) (M-Harvey/2-DeBaugh; Unanimous)

E - PERSONNEL & STAFF

- III-E-1 Moved that in light of the Aids Crisis the Personnel Division be directed to develop for General Council consideration some UFMCC guidelines and/or policy on the issue of continued employment of Clergy and Staff in UFMCC who experience long-term incapacitating illnesses and/or disabilities. (M-W. White/2-Turner; Unanimous)

- III-E-2 Moved to table both conflict of interest policies and statements until the March meeting. (M-Harvey/2-Friesen; Passed; 6 no White/Arthur/Bergeron/Dahl/Pelletier/Turner)

- III-E-3 Moved that the Personnel Division continues to work on the evaluation process and the tabled conflict of interest drafts. The Personnel Division will consult with Jay McManus on the evaluation process. (M-W White/2-Perry; Passed; 2 no Arthur/Friesen)

- III-E-4 Moved that we discontinue until our March meeting our discussion of the Personnel evaluation process as it relates to members of the General Council. (M-W White/2-Harvey; Passed; 3 Abs Pelletier/J White/Pearson)

- III-E-5 Moved Second Reading of Standard Application Procedure Form approved. (M-Pelletier/2-J White; Unanimous)

F - ELDERS

- III-F-1 Moved that we approve the appointment of Leon Hampton & Rev. Nancy Radclyffe to the Board of Pensions. (M-DeBaugh/2-Arthur; Unanimous)

G - GENERAL COUNCIL

- III-G-1 Moved that we approve the Agenda. (M-DeBaugh/2-Pelletier; Unanimous)

- III-G-2 Moved that we accept the World Church Extension Report. (Attachment 3) (M-Arthur/2-Daniel; Unanimous)

- III-G-3 Moved that the General Council proceed according to Article VI C,c and hear the charges brought by clergy in Australia against the District Coordinator in order to determine whether to suspend or not suspend the D.C. A subcommittee appointed by the Moderator (W. White, Wilson, Moore and Bergeron) will outline the procedures to hear the charges on Wednesday, October 22nd, from 9 am - 11 am.

(M-Wilson/2-W White; Unanimous)

GENERAL COUNCIL III MINUTES

October 20-25, 1986

- III-G-4 Moved that the General Council determines that Southern Cross MCC is an official congregation in the UFMCC with all the rights and privileges pertaining thereto. (M-W White/2-Wilson; Yes: W White, Harvey, DeBaugh, Friesen, Pearson, Bergeron, F White, Arthur, Mank, Wilson; No: Smith, Eastman, Moore, J White, Dahl, Turner, Daniel, Dykes, Pelletier)

- III-G-5 Moved to thank the Rev. David Farrell for his fine leadership in the UFMCC AIDS Vigil of Prayer. (M-Pelletier/2-Pearson; Unanimous)

- III-G-6 Moved to refer the proposal on Church Music from Rev. John Ayres to the Program & Budget Division. (M-Turner/2-Wilson; Unanimous)

- III-G-7 Moved that we accept the TV report. (Attachment 4)
(M-Arthur/2-Harvey; Unanimous)

NOTE: The next General Council Meeting:

March 16th, 1987	Elders Meeting
March 17 & 18th	Program & Budget Division Meet
March 17 - 22nd	General Council Meeting

Elders will meet on the Thursday & Friday before General Conference.

General Council meeting in October of 1987 will be held Oct 20-25.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

Attachment 1

TO: General Council
FROM: Ravi Verma, Director of Administration
DATE: October 16, 1986

1) Legal

a) UFMCC vs Sacramento.

We have received a preliminary report from our attorney in Sacramento. After receiving the hotel records and checking them against the Visitors Bureau records we are yet short of 380 room requirement by 30-50 rooms (depending on the day). We have 2 options:

- (1) Compare the hotel records against the registration list and declarations to determine if we meet the 380 room requirement.
- (2) Our Sacramento attorney feels that the Bureau may be ready to negotiate for a partial refund.

My sense and UFMCC's attorney, Tracy Jordan's assessment is that the Bureau will not negotiate in good faith. I therefore recommend option (1). This will cost about \$3,000.00. After this is done we will know if we can proceed with our lawsuit.

- b) UFMCC vs Workers Compensation: We have asked the court to close this case and are awaiting their decision.

2) Finance

Attachment A deals with:

- 1) 1986 year to date report and analysis
- 2) Income projection for 1988 and 1989
- 3) Policy questions

3) General Conference 1987 and 1989

Attachment B deals with:

- 1) 1987 Conference Report
- 2) 1987 Conference Budget
- 3) 1989 Site comparison

4) Staffing

The UFMCC International Offices finally have a full staff complement! I want to officially thank all of them, (Michael Totten-Reid, Nancy Fackrell-Allen, Roberto Ochoa-Schutz, Rikki Madrigal, Farley Peterson, and Rev. Ro Halford) for their dedication and hard work!

In the 1988 and 1989 budget I have not asked for any additional staff position. However, the Council needs to consider the following and decide if future staffing is warranted.

RAVI VERMA REPORT
TO GENERAL COUNCIL
Page 2

- a) Staff Support for General Council Division: Currently this office supports the Program and Budget, Finance and Internal Planning Communications Divisions and to a lesser extent the Personnel and the Corporate and Legal Division.

The Council needs to look at whether the Division should be "policy" groups or "working" groups. This will help define if additional staff is needed to support the divisions.

- b) Development Office for UFMCC: Rev. Frankye White and I attended the Conference on Christian Philanthropy organized by the National Council of Churches. The attached report (attachment III) was prepared based on the information received and on discussion with some Elders and other resource people.

- c) Conferences: At the Fellowship level we hold the following meetings/conferences:

- (1) General Council Meetings 2/year
- (2) Elders Meeting 1/year
- (3) General Conference 1 every 2 years
- (4) Clergy Conference 1/year
- (5) Third World Conference 1 every 2 years
- (6) Other Meetings:
 - (a) CCCC Executive Committee
 - (b) Third World Ministries Executive Committee
 - (c) Faith, Fellowship and Order
 - (d) Ecumenical - dialogues
 - (e) COL Meeting
 - (f) Special Division meetings for General Council

This office gets involved in many of these meetings for travel arrangements, site inspection, contracts, etc.

I believe that we can justify consolidating all these under the headquarters to increase efficiency, accounting, cash flow management, etc. and create a full time Conference manager.

- d) I would like an executive secretary for myself.
- e) Program Director??
I'd like some feedback on these ideas and their implications for future staffing.

RAVI VERMA REPORT
TO GENERAL COUNCIL
Page 3

- 4) Filing System: The UFMCC filing system had been managed largely by Elder Nancy Wilson with little or no staff support. In the last six months this office has worked closely with Elder Wilson to maintain this system. We are maintaining the system currently and have contracted with a storage facility for the 'old' files. It will take us about 2 years to catalogue all the old files. This represents an important step in preserving our history and eventually setting up our archives.
- 5) Security and Contingency: We have started to implement the security plans. We now have a separate phone line and are in the process of hooking it up to a separate answering machine.

We are continuing to gain experience in being the communication center during crisis anywhere in the Fellowship and are looking for ways to improve our response.

These last six months have been a major transition time for me and this office. While it has been hectic, it has also been a time of great blessing for me. I want to thank you for your confidence and support! We are all very glad to be welcoming Rev. Elder Eastman to L.A.!

ATTACHMENT A

The attached reports deal with:

- 1) 1986 year-to-date financial report including analysis
- 2) Tithe Income Projections for budgeting 1988 and 1989
- 3) Policy Questions

ATTACHMENT A11986 YEAR TO DATE REPORT AND ANALYSIS

The attached report summarizes the year to date (January-September) income and expenses for all UFMCC programs.

As this is the end of 3rd quarter, reports from program units (that receive money from UFMCC and/or raise their funds) and districts outside the U.S. are due by 20th October, these reports will then be integrated into a consolidated UFMCC financial report.

Below is a brief analysis:

(1) Tithe Income: For the 9 months of 1986 the total tithe income is about 2% higher than the budgeted income. However, the income fluctuated from a low of \$38325.45 in June 86 to a high of \$54901.76 in April (Budget \$43133.33). This underscores the need for sound cash flow management.

(2) Other Income:

- a) Mexico City: As of September 30th we raised a total of \$20944.55 for the Mexico City Building Fund.
We have sent a total of \$24300.00 to Mexico to enable purchase of their building.
We also incurred expenses of \$2300.00 in raising this money.
- b) Aids Ministry: we have received \$3230.92 for this work. We have incurred expenses of \$1400.00 (Rev. Perry's trip to Washington DC for the Vigil Weekend.)
- c) World Church Extension: We received \$1277.00 designated for Indonesia. In October we received \$3000.00 for Indonesia.
The regular contributions to support the WCE budget are 44% below budget.
- d) Fellowship Sunday: We have started receiving money - \$541.00 so far.

(3) Expenses:

- a) Administration: 15% below budget. The reason for this is that we have not had a full staff complement for about 6 months. We currently have a full staff and by year end will be close to the budgeted amount.
- b) Elders: Within budget.
- c) Church Services: Both income and expenses are slightly below budget.

ATTACHMENT A1

Page 2

(4) Loans:

- a) To pay the additional \$4300.00 to Mexico City and cover CCCC expenses we took out a loan for \$8500.00 from the Bank of L.A.
- b) We have started paying the interest on our loan for \$7000.00 to the South Central District.
The goal is to pay these back by General Conference '87.

(5) Credit Line

We have arranged with the Bank of L.A. to set up a line of credit using our Building Fund monies as collateral. The \$8500 loan was secured against this credit line. I am exploring the use of a Corporate credit card with American Express.

(6) Cash Flow

In the next 3 months we have to pay for:

- a) General Council meeting expenses
- b) Airfare for Programmers
- c) COL meeting expenses
- d) Third World Ministries Conference expenses

All the above are budgeted expenses, however, it again creates a cash tight situation. We may need to take out another short term loan.

ATTACHMENT A2TITHE INCOME PROJECTIONS

Table I lists the tithe income since 1981 along with the % increase each year.

<u>YEAR</u>	<u>AMOUNT</u>	<u>% INCREASE</u>	<u>BUDGET</u>	<u>INFLATION</u>
1 April '81-31 March '82 (12 mo.)	\$284244.01			8.6%
1 April '82-31 March '83 (12 mo.)	298058.97	4.86%		4.1%
1 April '83-31 March '84 (12 mo.)	344919.93	15.72%		3.9%
1 April '84-31 March '85 (12 mo.)	411077.15	19.2%		3.8%
1 April '85-31 Dec.'85(9mo)	\$352984.33			
	480131.19	16.8%	515000	3.3%
1 Jan.'86-31 March '86(3mo)	\$127146.86			
1 April '86-30 June'86(3mo)	\$137130.98			
	536311.42	11.7%	575000	
1 July '86-31 Aug. '86(2mo)	\$ 86333.09			

*Estimated 1987

NOTES

- 1) The fiscal year changed 1986 from April-March to the calendar year.
- 2) 1986 Budget \$515000. Actual Income estimated at \$535000. An actual increase of 11.6% over the previous year.
- 3) 1987 budgeted income \$575000.00 or 11.65% higher than the budgeted 1986 figures.
- 4) The rate of increase seems to be declining in the last few years. The above figures do not take into account the inflation rate in the corresponding years.
- 5) In 1987 if we sustain an increase of about 7.5% over the actual 1986 figures, we will meet budget. Realistically, we can expect around a 9% increase in 1987 over the actual 1986 figures. This means a tithe income of \$583150.00.

Attachment A2
Page 2

6) I recommend we estimate a conservative increase of 7% in 1988 and 7% in 1989. (see table II):

TABLE II
PROJECTED TITHE INCOMES

<u>YEAR</u>	<u>% INCREASE</u>	<u>TITHE INCOME</u>
1986		\$535000.00
1987	9%	583150.00
1988	8%	629802.00
1989	7%	673888.00

This means that in 1988, we have \$54802.00 more than 1987. And in 1989 we have \$44086.00 more than in 1988.

ATTACHMENT A3POLICY QUESTIONS

The following policy decisions need to be acted on:

- 1) Accounting Information from program units and districts outside the U.S.
At present for programs that get monies from UFMCC and/or raise their money we have no system to confirm their accuracy. We also have no back up accounting information that we must have for an audited report.

The recommendation is to have all program units submit bank statements, back up receipts and bank reconciliation statements every quarter.

- 2) Timing of reports from districts outside the U.S.
A present policy states all UFMCC groups must send their quarterly financial reports to the International UFMCC Headquarters by the 20th of the month following the end of the quarter.

Mr. Art Pearson, D.C. of Western Canada has expressed concern that this is difficult to accomplish. The policy may need to be modified.

- 3) Tithes from "new", feasibility and parish extension groups.
Are these groups required to tithe to the district and fellowship?
If so, do they come under the 10% assessment policy?
Should these be listed in the Directory and on cumulative tithe listings?
- 4) 10% Assessment:
Attached is the latest update on churches that are in arrears in tithes. I yet do not know if they have made any agreements with their District Coordinators. This makes it difficult to implement this policy. I need your ideas on how to implement this.
- 5) SLACC and Board of Pensions:
These groups have requested in the past that they submit individual reports to the Fellowship i.e. they should not be integrated with the UFMCC consolidated reports. A decision needs to be made on this.



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Attachment B

October 15, 1986

To: Internal Communications and Planning Committee
 From: Ravi Verma, Director of Administration
 RE: General Conference XIII & XIV, 1987 - 1989

Our primary goal in planning for the 1987 General Conference is to have a smooth, well run conference and to attempt to have the conference pay for itself.

In order to facilitate sharing of information and enhance decision making, this report is divided into the following sections:

- 1) 1987 Conference Report by Jim Voltz. I have inserted several notes to Jim's report that outline the implications and decisions that may have to be made.
- 2) Budget for 1987 Conference
- 3) Site report for 1989 Conference by Jim Voltz

RV/nfa

ATTACHMENT B1

TO: Ravi Verma
 FROM: J.W. Voltz
 RE: 1987 General Conference

- 1) Facilities: The total facilities at the Deauville basically leave nothing to be desired and with a 100 room per day commitment all meeting facilities are free. We have three large rooms that can handle from 800 to 3,500 persons and 10 to 15 various other rooms to choose from.
- 2) Rates: We have a flat rate of 46.00/day for single or double rooms and an additional 13.00/day per person for triples or quads. There is a 10% additional sales tax for all rooms not paid for directly by UFMCC under their tax status. There is free parking one city block from the hotel.
- 3) Reservations: Under the existing plan, UFMCC must handle all room reservations. The Deauville has no computer system so we would receive no reports and would have to pay a higher room rate for extra services. This will be handled as part of the registration procedure. We will also need to supply a person at check-in to ensure proper records and service. The Hotel has assured me that complete convention personnel will be on hand for all services.

NOTE:

If room reservations are made through UFMCC Office the individuals will not have to pay sales tax. Therefore I recommend:

- 1) UFMCC handles room reservations via a special bank account.
- 2) We do not recommend any other hotel. This is the least expensive hotel in the vicinity.
- 3) The Deauville is not giving any commission to travel agents that may book rooms for groups attending the conference. Some travel agents may therefore be tempted to suggest that registrants stay at other hotels. We need to strongly urge people not to stay elsewhere.
- 4) Transportation: Airfares from most major U.S. cities should range from \$158.00 to \$298.00 round trip and several travel agencies have offered all UFMCC members 5% off any applicable air fare. There is no free shuttle service between the Miami airport and the hotel, but bus service is available at approx. \$7.00 each way. This can be set-up ahead. Rental cars will be necessary for anyone wishing to visit bars or fine restaurants. There are many fast food and family restaurants in walking distance.

NOTE:

We are yet negotiating with several airlines and travel agencies to handle our bookings. After evaluating these a decision will be made.

General Conference 87 Report
 October 15, 1986
 Page 2

- 5) Staff: The staff requirements as listed in the budget have been kept to a minimum but are necessary as there will be no support from local churches. It will be necessary to send out a call for many volunteers, especially in the area of ushers.
- 6) Events: Suggestions --
- 1) Repeat the Human Rights Breakfast. Maybe expand it to include all and put into registration package. If so, registration would have to be raised by approx. \$8.50/person for a break-even cost.
 - 2) An Opening Reception on Sunday, 18 June, 1987 planned much the same as in Sacramento but with no entertainment. Tickets sold in advance at approx. \$8.00/person to cover the cost of a dinner buffet along with a cash bar.
 - 3) Joint with Dignity (see separate item - Dignity).

NOTE:

We have to let the Deauville know our exact space requirements by January 15, 1987. If further events are planned a decision must be made now.

- 7) Dignity: A joint session with Dignity is being planned for Saturday, July 25th. The basic concept is to start late afternoon between 5:00 and 6:00 with a welcoming and possibly a no host BBQ, then go on to a worship service with a featured speaker followed by a dance with some entertainment. The costs for their transportation to our hotel and any other costs, such as a DJ for the dance, have been agreed to be split by percentage of attendees.

NOTE:

Jim Voltz is coordinating this effort.

- 8) Exhibits and Country Stores: A letter has been prepared to send to potential commercial exhibitors along with a copy of UFMCC Today to try and persuade them to be at General Conference. A base fee of \$50.00 per exhibitor is suggested to attract them for the first time.

I also suggest that we charge a base fee of \$25.00 per Country Store rather than a percentage of profits for Conference '87. The percentage basis was very hard to verify and to collect in Sacramento. This low fee would encourage smaller congregations to participate.

NOTE:

We have obtained listings of potential exhibitors from the Religious Conference Management Association, Association for Church Administration and Society for Non-Profit Organizations. Since this is our first time asking for exhibitors -- it is hard to say how many we will get. We need your ideas for the UFMCC Country Store!

General Conference 87 Report

October 15, 1986

Page 3

9) Other:

- a) The facilities of the Deauville encourage planned activities, such as no host buffet dinners and other informal gatherings of all kinds like a sing fest. These types of activities can be easily planned one to two days in advance depending upon interest by attendees.
- b) The Conference booklet will be done by the Fellowship and I will be visiting possible advertisers in January to help defray costs.
- c) Publicity samples for the logo are available for your perusal.

NOTE:

I am interested in knowing your ideas about how to publicize this conference.

- d) A schedule of planned activities for non-delegates will be arranged through an agency which will be set-up at conference.

e) Next 3 month schedule:

<u>November</u>	Letter to potential Exhibitors
	Financial record keeping on computer
	1st Conference Mailing
<u>December</u>	Monthly Report
	Staff and volunteer Selection beginning
<u>January</u>	Monthly Report
	2nd letter to potential exhibitors
	Final decision on UFMCC store items
	Final decision on meeting space required and planned events
	Last pre-conference visit to Miami with Music & Worship Dir.

ATTACHMENT B2

Our goal remains to be good stewards and have a successful conference that pays for itself. As you go over the attached budget, note the following:

1) We have based the budget on 1020 people. This has been our attendance for the last two conferences.

2) We have maintained the same rates for delegates and non-delegates. Also we have only two registration rates, \$100 and \$140. (Last conference we had 3 rates).

3) Offerings: These are not included in the budget. We have received about \$6,000.00 in offerings at the last two conferences. I am proposing that these go to the General Fund to support the general budget for staff and office expenses.

4) UFMCC Store and Tape Income: Conservative figures are used. Your ideas on items to carry for the store are welcome.

5) Staff: We have moved away from having a local church be the "host" for General Conference. This helps us get a better control of all the activities. However, it does increase the number of staff people needed on site.

6) Expenses: In order to reduce expenses we could --
 a) not video tape the services; savings - \$2,000.00
 b) not have a professional company to set-up the worship area; savings - \$3,500.00

With the above two cuts, and with a higher income from the UFMCC store sales, the registration rate could be reduced slightly.

7) Questions:

a) Do you want less expensive rates for people from outside the U.S.? If so, which countries and what rates?

b) No money has been budgeted for aids programming.

c) Interpreters at conference for languages other than English. Which languages? We will need equipment and honorariums for translators.

d) Printed matter in other languages? Not budgeted.

e) Child Care? Not budgeted.

f) So far we have not approached the local church for housing, should we?

INCOME

Total Budget	123,000.00
Minus Recoverable	- 4,500.00
BALANCE	\$118,500.00

1,000 attendees

37 Pay no fees - General Council, Staff, VIP & Guests

963 Total payees

REGISTRATION

Early (December 1986 - Feb. 28, 1987)	\$100.00
Regular (Mar. 1, 1987 - on site)	\$140.00
Out of the United States	\$ 50.00

363 Early @ 100.00	\$ 36,300.00
500 Regular @ 140.00	\$ 70,000.00
100 Out of US @ 50.00	\$ 5,000.00
TOTAL	\$113,300.00

OTHER

Country Store Sales 4,000 - 3,000 (cost)	1,000.00 net
Audio Sales 2,000 - 1,500 (cost)	500.00 net
Exhibits 5 @ 50.00	250.00
Country Stores 10 @ 25.00	250.00

TOTAL INCOME	\$113,300.00
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(5,200.00)

NOTE: Reception costs are not included in income figures as they are a total pass through at cost on budget. They will be added to the final budget. Also, depending on how many of the 37 do not pay reception cost of \$25/each, that will have to be reflected as a budget cost.

PROPOSED BUDGET - BREAKDOWN BY CATEGORY

ELDERS

Travel	3,500.00	
Car Rental	420.00	
Housing	3,312.00	
Per Diem	1,440.00	
Founders Sec.	1,656.00	
TOTAL ELDERS		\$10,328.00

STAFF

Pre-Conference	4,200.40	
Travel	2,700.00	
Car Rental	420.00	
Housing	3,496.00	
Per Diem	1,520.00	
Compensation	8,000.00	
TOTAL STAFF		\$20,336.40

MUSIC

Pre-Conference	400.00	
Travel	1,200.00	
Car Rental	140.00	
Housing	1,656.00	
Per Diem	720.00	
Compensation	1,200.00	
TOTAL MUSIC		\$ 5,316.00

WORSHIP, MUSIC & SITE

Worship	3,000.00	
Music	5,500.00	
Site	6,000.00	
TOTAL WOR. MUSIC & SITE		\$14,500.00

VIP & GUESTS

Travel	1,200.00	
Housing	368.00	
Per Diem	160.00	
Speakers & Enter.	3,950.00	
TOTAL SPEAKERS AND ENT.		\$ 5,678.00

PUBLICITY, PRINTING & MAILING

Publicity	5,100.00	
Printing	37,000.00	
Mailing	6,000.00	
TOTAL PUB, PRINTING, & MAILING		\$48,100.00

SERVICES

Business	2,500.00	
Outside	3,500.00	
Bank	200.00	
Telephones	2,500.00	
TOTAL SERVICES		\$ 8,700.00

RECOVERABLE

Audio	1,500.00	
Country Store	3,000.00	
TOTAL RECOVERABLE		\$ 4,500.00

OTHER

Video	2,000.00	
Special	1,500.00	
Passes	600.00	
Miscellaneous	1,000.00	
Contingency	441.60	
TOTAL OTHER		\$ 5,541.60

TOTAL	<u>\$123,000.00</u>
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EVENTS - sold on a cost basis - 0 entry for Budget

PROPOSED BUDGET DETAILS - CONF. XIII

I.	Pre-Conference		
	A. Travel	1,346.00	
	B. Per Diem & Expenses	754.00	
	C. Compensation	<u>2,500.00</u>	
	TOTAL PRE-CONFERENCE		<u>\$4,600.40</u>
II.	Conference		
	A. Travel	8,600.00	
	B. Car Rental	980.00	
	C. Housing	8,832.00	
	D. Per Diem	3,840.00	
	E. Compensation	9,200.00	
	F. Founders Sec.	1,656.00	
	G. Speakers & Ent.	3,950.00	
	H. Site	6,000.00	
	I. Music	5,500.00	
	J. Worship	3,000.00	
	K. Publicity	5,100.00	
	L. Printing	37,000.00	
	M. Mailing	6,000.00	
	N. Business	2,500.00	
	O. Outside	3,500.00	
	P. Bank	200.00	
	Q. Video & Audio	3,500.00	* Partial
	R. Telephone	2,500.00	
	S. Country Store	3,000.00	*
	T. Special	1,500.00	
	U. Complimentary Event	600.00	
	V. Miscellaneous	1,000.00	
	W. Contingency Tax	441.60	
	TOTAL CONFERENCE		<u>\$118,399.60</u>

GRAND TOTAL	<u>\$123,000.00</u>
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*Recoverable Costs \$4,500.00

Proposed Budget for Conference XIII

I. Pre-Conference

A. Travel

1. Administration	446.40
2. Coordinator (2 trips)	600.00
3. Music (1 trip)	<u>300.00</u>
	1346.40

B. Per Diem & Expenses

1. Administration	300.00
2. Coordinator (8 days)	354.00
3. Music (5 days)	<u>100.00</u>
	754.00

C. Compensation

1. Coord. (Aug-Dec)	<u>2500.00</u>
	2500.00

TOTAL PRE-CONFERENCE \$4,600.40

II. Conference

A. Travel

1. Elders	2,900.00
2. Asst to BOE	300.00
3. Secretary to BOE	300.00
STAFF	
1. Dir of Admin	300.00
2. Conf. Coord.	300.00
3. Secretary	300.00
4. Accountant	300.00
5. Ushers (Wor & Bus)	300.00
6. Security	300.00
7. Registration	300.00
8. Exhibit & Country St	300.00
9. Technician (music, etc)	300.00
10. Music	300.00
11. Worship	300.00
12. Organist	300.00
13. Pianist	300.00
VIP & GUESTS	
4 @ 300.00	<u>1,200.00</u>

TOTAL TRAVEL \$8,600.00

B. Car Rental

1. Elders (3 @ 140.00/wk)	420.00
2. Staff (4 @ 140.00/wk)	<u>560.00</u>

TOTAL CAR RENTAL \$ 980.00

I. Music

1. Sound Equipment	2,500.00
2. Arrangements	1,000.00
3. Organ Rental	1,500.00
4. Piano Rental	500.00

TOTAL \$5,500.00

J. Worship

1. Bulletins	2,000.00
2. Altar & Communion	500.00
3. Flowers	500.00

TOTAL \$3,000.00

K. Publicity

1. Art Work	100.00
2. Posters	250.00
3. Advertising	250.00
4. Conf. Booklet	1,500.00
5. Awards & Certs.	1,000.00
6. Public Relations	2,000.00

TOTAL \$5,100.00

L. Printing (includes - paper, printing, & envelopes)

1. Pre-Conf mailings	2,000.00
2. Conf. Packets	16,000.00
3. Conference	4,000.00
4. Post Conference	10,000.00
5. Supplies	5,000.00

TOTAL \$37,000.00

M. Mailing and Shipping

1. Pre-Conference	2,500.00
2. Ship to Conference	1,000.00
3. Post Conference	2,500.00

TOTAL \$6,000.00

N. Business Sessions

1. Parliamentary	500.00
2. Supplies	500.00
3. Transcript	1,500.00

TOTAL \$2,500.00

O. Outside Services

3,500.00

TOTAL \$3,500.00

P. Bank Charges

200.00

TOTAL \$ 200.00

Q. Video & Audio

1. Video	2,000.00	
2. Audio tapes	1,000.00	(Recoverable cost)
3. Personnel - Audio	500.00	(Recoverable cost)
TOTAL		\$3,500.00

R. Telephone

2,500.00	
TOTAL	\$2,500.00

S. Country Store

3,000.00	
TOTAL	\$3,000.00

T. Special Expenses

1. Elders Dinner	500.00	
2. Lunches	1,000.00	
TOTAL		\$1,500.00

U. Complimentary Event Passes

20 @ 30.00 each	600.00	
TOTAL		\$ 600.00

V. Miscellaneous

1,000.00	
TOTAL	\$1,000.00

W. Contingency (5% Housing Tax)

441.60	
TOTAL	\$ 441.60
	<u>\$123000.00</u>

ATTACHMENT B3

TO: Ravi Verma
 FROM: Jim Voltz
 RE: Conference 89 Site Report

In the last 4 months I have visited the cities the General Council selected as potential sites for the 89 Conference:

- (1) St. Louis
- (2) Ft. Worth/Arlington
- (3) Chicago
- (4) St. Paul/Minneapolis

The first part of this report gives details about the hotels I visited in each city. Page 5 summarizes this information in a chart.

The last section outlines my recommendations.

SITE INSPECTION

Chicago:

Downtown - Possible date conflict with Int'l Housewives Show. They do want some dates, decisions soon? Ok following week 7/16-7/23.

1. Bismark - Dreary and old - Best rate \$50.00 Single and Double
Worship and business in same room
Parking - \$6.95 to 9.95/day
400 max - sit down for eating
2. Americana Congress - Atmosphere ok
Largest room, 1,500 sit down theatre, next 600 comfortable
Parking - \$5.00 to 9.50/day
400 max - sit down eat
No Free shuttle between Airport and Hotels

Rosemont - O'Hara:

1. Hyatt Regency - Dates not available in conjunction with Convention Center.
2. Sheraton Int'l and Ramada O'Hara - must be used in conjunction to facilitate. Both good atmosphere - easy walk between.
Sheraton - largest 1,800 theatre, next 500, eat 400 max.
Ramada - largest 1,500 theatre, next 1,000, eat 780 max.
Do not need Convention Center if combined - too far to walk
Will need cars for other uses - No parking fee
Free Shuttle between airport and hotels.

St. Louis

Clarion - must have minimum of 600 rooms guarantees/night to get facilities - otherwise good - beautiful.

Sheraton St. Louis - Atmosphere excellent - 350 room guarantee
largest room 1,800 - will need to use Convention Center
across street for worship (extra charge to be advised)
Parking free - quote coming

Adam's Mark - Supurbe - all in one place - expensive - parking costs
Will have quote, etc.

No free shuttle between airport and hotels

Ft. Worth

Worthington - Supurbe, excellent, looks very expensive (65.00 +)
 Can handle everything except worship - can use Tarrant
 County Convention Center. Excellent facilities and
 4 blocks walk from Hotel - cost against rooms.
 2 smaller in-expensive hotel/motels very close
 All walking - parking costs - No free airport shuttle.

Arlington

Convention Center - All facilities available and very good - probably
 should have only worship service and food functions at
 Center. Must use Sheraton (next door) as Host Hotel
 City will provide shuttle between hotels and convention
 Center. \$7.00 one way fare from airport - all free
 parking (no one hotel could handle meetings) Not walkable
 between hotels.

Use combination of:

Convention Center - Worship and food
 Sheraton Hotel - Business, Registration, Exhibits, meetings
 Hilton Hotel - Top Quality
 Quality - Least expensive - effeciencies and kitchen units
 Rodeway - Good overall

POSSIBLE 1989 CONFERENCE SITES

		Overall 1 thru 10	Complete Facilities	Approx. Room Cost	S-D	Parking Cost/Day	Airport Shuttle	# Rooms For Meeting Space	Approx. Extra Cost For Space
<u>CHICAGO-DOWNTOWN</u>									
Bismark	Proposal Received	4	-	\$50	\$7-10	\$	OPEN	NONE	
Americana	No Proposal	5	-	\$60	\$5-10	\$	-	-	
<u>CHICAGO OHARE</u>									
Hyatt	Dates Not Avl	-	-	-	-	-	-	-	
Sheraton	Proposal Received	6	X	\$65	F	F	350	-	
Ramada	Not Received Yet	6	X	-	F	F	-	-	
<u>ST. LOUIS</u>									
Clarion	Not Available	-	-	-	-	-	600	-	
Sheraton	Proposal Received	9	X	\$60	F	\$	257	\$7000	
Adams Mark	Not Received Yet	8	X	-	\$6	\$	-	-	
<u>ARLINGTON, TX</u>									
Convention Ctr									
Joint Proposal	Proposal Received	5	C					\$10000	
Sheraton	"	5	O	\$95	F	\$			
Hilton	"	5	M	\$90	F	\$			
Quality	"	5	B	\$50	F	\$			
Rodeway	"	5	I	\$60	F	\$			
Radisson	"	5	N	\$80	F	\$			
			E						
			D						
<u>FT. WORTH, TX</u>									
Worthington	Proposal Received	8	X	\$90	\$4	\$	250	\$1500	
Convention Ctr	Proposal Received		X					\$5000	
<u>MINNEAPOLIS</u>									
Radisson South	Proposal Received	7	X	\$90	F	\$	200	\$7000	
Hyatt	Not Received Yet	8	X	-	-	\$	-	-	
<u>ST. PAUL</u>									
Radisson	Proposal Received	9	X	55	\$6	\$	300		

* Overall includes: Facilities, Atmosphere, Accessibility, Cost and Services

RECOMMENDATIONS

Taking all the variables into consideration a close tie exists between:

The Radisson, St. Paul
The Sheraton, St. Louis

Followed by:

The Sheraton, Chicago O'hare

Comparisons: Radisson, St. Paul and Sheraton, St. Louis

FACILITIES

Radisson, St. Paul - all under one roof
Sheraton, St. Louis- use Convention Center across street for worship

RATES (not guaranteed for 1989, but close)

Radisson, St. Paul - \$55.00 Single and Double
Sheraton, St. Louis- \$60.00 Single and Double

GUARANTEE (rooms for free meeting space)

Radisson, St. Paul - 300/day
Sheraton, St. Louis- 257/day

COST (for space if guarantee not met)

Radisson, St. Paul - Open for discussion
Sheraton, St. Louis- \$0 to \$15,000 depending on number of rooms actually rented at hotel.

ATMOSPHERE

Radisson, St. Paul - Excellent
Sheraton, St. Louis- Excellent

TRANSPORTATION

Minneapolis/St. Paul and St. Louis are very comparable for airfares, taxis, shuttles, etc.

OTHER

Both cities offer central downtown locations with all the facilities and atmosphere included. Restaurants from inexpensive family style to expensive are nearby. St. Paul is a little smaller more walkable city while St. Louis is more modern and a little more versatile. For those with cars both cities are very equal due to the proximity of Minneapolis to St. Paul. St. Paul's weather will probably be better than St. Louis in July.

ICP REPORT TO GENERAL COUNCIL III

Division of General Conference responsibilities:

- I. Elders
 - a) Worship Services - oversee
 - b) preaching schedule
 - c) oversee Music Department at Conference
- II. Clerk
 - a) Agenda & format for business meetings
- III. ICP
- IV. Program
 - a) workshops: Design
 Personnel
 - b) Special Events: Personnel
 Awards
- V. Recommend theme
- VI. Recommend potential site
- VII. Overall scheduling and staff (includes full-time Elders)
- A) Pre-Conference
 - 1) Site selections
 - 2) Site negotiations
 - 3) Propose budget
 - 4) Registration packets (putting together & production)
 - 5) Publicity
 - 6) Comptroller for finances as per budget
 - 7) Production & mailing of pre-Conference packets
 - 8) Assigning of space to implement business & programs
 - 9) Travel & lodging arrangements for Elders/Staff
 - 10) Equipment needs
- B) On-Site
 - 1) Staff supervision
 - 2) Implementing - program
 - event
 - business
 - worship space
- C) Post-Conference
 - 1) Evaluation
 - 2) Post-Conference Reports: putting together & production

PROGRAM DESIGN

Excludes Worship services, Business sessions and caucus meetings

Monday - opening session -- multi-media presentation and Moderator's keynote address. Multi-media to be developed by staff.

- General interest workshop for non-delegates during business session. Topic & personnel to be confirmed by January 10 by ICP.

Tuesday - Human Rights Breakfast (award to publically-known person from fields of politics, religion, entertainment or media, who has made significant contribution to the cause of human rights). Selection & confirmation by February 1st.

- General interest workshop for non-delegates during business session. Topic & personnel to be confirmed by January 10 by ICP.

Wednesday - General interest workshop for non-delegates

Topic & personnel to be confirmed by January 10 by ICP.

Thursday - (see attached schedule)

Friday - Possible free day following worship.

Saturday - Ordination Service.

Evening: Joint Service with Dignity.

Activity	Personnel	Confirmation date
Key Seminar I	Outside UFMCC of well-known	by January 10th
Religious Interest	stature -- published author or Communion Head	
Multi-track Workshop I		by January 10th
A. Clergy Interest		
B. Laity Interest		
C. General Interest		
D. General Interest		
Multi-track Workshop II		by January 10th
A. Clergy Interest		
B. Laity Interest		
C. General Interest		
D. General Interest		
Key Seminar II	Outside UFMCC Aids expert of well-known stature.	by January 10th

NOTE: Specific selection of speakers should accommodate the possibility of sudden political or medical developments.

REPORT TO GENERAL COUNCIL OCTOBER 1986
WORLD CHURCH EXTENSION

Plans are going well ahead with the idea of the Spring Conference in Europe for all interested parties to spend 4 days together learning about UFMCC. Elder Michael Mank and I both visited a Chateau in the Loire Valley in France to consider if this would be a suitable place for the conference to be held. We both decided it would be. Originally the idea had been to have the conference in Sitges, Spain, but we could find no hotel with big enough meeting space for us to have meetings in at the cost that we felt people could be expected to pay. Trying to get things organized and translated into various languages is quite a task, and to find interpreters for that conference is difficult. However, it looks as though things are really all pulling together at this time.

NIGERIA

As yet I have still not been able to visit Nigeria. The main reason being the visa situation, the British Government has now decided to make all Nigerians hold visas to enter this country and therefore the Nigerian government is reciprocating by not passing out visas to British people very quickly, or to any other nationality at this time. I have been told that I will receive one prior to Christmas so I am just waiting on this. It is frustrating as Rev. Maduka is really expecting me to be there and to get the clinic underway. Apparently they have asked the Mayor and a Health visitor etc, to attend the opening ceremony and they are willing to do this.

INDONESIA

Rev. Johanna Kawengian has been licensed by the CCCC and this puts us in a stronger footing within that country. I am hoping that the fundraising will be able to start in earnest now so that we can really get a facility there and get the work underway in a bigger way than it already is. I am enclosing a roughly translated letter from Johanna where she describes some of the things that are taking place within the community, i.e. the drug taking etc. There is really a great need and work to be done in that country.

HISPANIC AMERICAS

Mexico now has bought its own building with the 21,000 dollars that was raised from around the fellowship. Rev. Elder Don Eastman has been to Mexico City and visited the church and seen the buildings. People are very excited about what is happening there, however, there are difficulties there between the Protestants and the Catholics at this time. Their views seem as though they are diametrically opposed by certain issues. However, I am sure that as we correspond and share with them, things will sort themselves out.

GENERAL COUNCIL III
WORLD CHURCH EXTENSION REPORT

NEW ZEALAND

Michael Mank was able to stop over in Auckland on his visit to Australia and will be able to give an overall report on how things are in New Zealand at this time. The growth there is not as I had hoped it would be but they are maintaining a steady number of people in the churches.

JAPAN AND ASIA

We continue to have people inquiring from these countries and hopefully within the near future we will be able to initiate a work in Japan and in the Philippines. In both countries there seems to be a longing for the type of fellowship that we are offering. We really need to try to translate some literature into Japanese and that is the project that I am setting myself for the next 3 months.

SUBMITTED BY REV. ELDER JEAN A. WHITE



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5000

To: Rev. Troy D. Perry;
Director of Media Ministry

From: Phillip Ray De Blieck;
Public Relations Director
Media Ministry

Since the last meeting of the General Council twenty-five areas of the United States have shown, or are in the process of showing the television program "GOD, GAYS AND THE GOSPEL: This Is Our Story."

Listed on the following pages, by districts, are the churches which have shown, or are in the process of showing the program. Listed after the churches is the cable company, its address, the cable channel, and the number of possible viewers.

You will notice that one of our churches, Good News MCC - Lakeland, Florida, was able to show our program on a UHF station, channel 32. This station covers a large portion of central Florida.

You will notice that so far we have had a possible viewing audience of 2,983,000 since the program has started airing.

As of now I'm in the process of sending follow-up letters to many of our churches which have communicated to me an interest in showing the program in their area.

Our response from viewers has been good so far, especially when you consider that not all of our church groups gave the program any type of publicity before airing.

NORTHEAST DISTRICT

MCC of Boston
 Boston Community Access &
 Programming Foundation, Inc.
 Box 286, Boston, MA 02117
 Channel A-3 & A-8
 67,000

Ray of Hope MCC
 McCaw Cablevision
 500 S. Salina Street
 Syracuse, NY 13203
 Channel 7
 40,000

GULF LOWER ATLANTIC DISTRICT

MCC Nashville
 Community Access TV
 P.O. Box 5718
 Nashville, TN 37208
 Channel 35
 65,000

SOUTH CENTRAL DISTRICT

MCC of the Resurrection
 Qube Cable
 8400 W. Tidwell Rd.
 Houston, TX 77007
 Channel 27
 250,000

MCC of San Antonio
 Rogers Cablesystem
 403 Urban Loop
 San Antonio, TX 78201
 Channel 9
 198,000

MCC Lubbock
 Cox Cablerep
 6710 Hartford Ave.
 Lubbock, TX 79413
 Channel 9
 30,000

SOUTHWEST DISTRICT

MCC San Diego
 South West Cable
 8949 Ware Court
 San Diego, CA 92121
 Channel 24
 92,200

MID-ATLANTIC DISTRICT

Vision of Hope MCC of Lancaster
 Cable Associates Inc.
 528 W. Orange St.
 Lancaster, PA 17603
 Channel 22
 42,000

MCC Pittsburgh
 Tele-Communicator
 300 Corliss St.
 Pittsburgh, PA 15283
 Channel 21
 85,000

SOUTHEAST DISTRICT

Good News MCC
 UHF Station
 Lakeland, FL 33801
 Channel 32
 300,000

MCC of Tampa
 Tampa Cable Access
 1001 N. B Street
 Tampa, Florida 33606
 Channel 12
 72,000

GREAT LAKES DISTRICT

Reconciliation MCC
 GRTV 50 Library Plaza N.E.
 Grand Rapids, MI 49503
 Channel J-23
 87,000

Redeemer MCC of Flint
 Comcast Cablevision
 3008 Airpark Dr. S.
 Flint, MI 48507
 Channel 17
 75,000

MCC Columbus
 ACTV
 394 Oak Street
 Columbus, OH 43215
 Channel 21
 120,000

SOUTHWEST DISTRICT (cont'd)

MCC Long Beach
 Simmons Cable Co.
 2931 Redondo Ave.
 Long Beach, CA 90806
 Channel 3 & 12
 44,500

MCC San Diego
 Cox Public Access
 5159 Federal Blvd.
 San Diego, CA 92105
 Channel 15
 272,000

Oasis MCC
 Dimension Cable TV
 P.O. Box 37827
 Phoenix, AZ 85069
 Channel 32
 143,000

UFMCC-Media Ministry
 Westinghouse Group W
 P.O. Box 25990
 Los Angeles, CA 90025
 Channel 3
 100,000

MID-CENTRAL DISTRICT

MCC Springfield Family
 Telecable of Springfield
 1533 South Enterprise
 Springfield, MO 65804
 Channel 6
 42,000

MCC of Greater St. Louis
 STL Cablevision
 4940 Delmar
 St. Louis, MO 63108
 Channel 15
 35,000

MCC Kansas City
 American Cable Co.
 P.O. Box 5454
 Kansas City, MO 64131
 Channel 20
 125,000

Pikes Peak MCC
 Cablevision
 213 N. Union
 Colorado Springs, CO 80909
 Channel 4
 50,000

NORTHWEST DISTRICT

River of Life MCC
 Columbia Cable Co.
 24 N. Benton
 Kennewick, WA 99336
 Channel 15
 10,000

MCC of Santa Rosa
 Total Television
 3242 Airway Drive
 Santa Rosa, CA 95401
 Channel 6
 30,000

MCC Seattle
 Group W
 1125 N. 98th
 Seattle, WA 98103
 Channel 29
 450,000

Diablo Valley MCC
 Televents
 700 D Street
 Martinez, CA 94553
 Channel 19
 70,000

Diablo Valley MCC
 U A Cablesystems
 1440 Crokaerts
 Walnut Creek, CA 94596
 Channel 6
 50,000

Diablo Valley MCC
 Concord Cable TV
 959 Detroit Avenue
 Concord, CA 94518
 Channel 19
 38,500



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

GENERAL COUNCIL IV
MINUTES
MARCH 16-22, 1987

The fourth General Council Meeting of the Universal Fellowship was held in Los Angeles, CA from March 16, 1987 through March 22, 1987. This meeting was preceeded by a meeting of the Board of Elders on March 16 and a meeting of the Program and Budget Division with Fellowship Program Directors on March 17 and 18, 1987.

Present at the General Council IV Meeting were the following people:

ELDERS

Rev. Troy D. Perry, Moderator
Rev. Freda Smith, Vice-Moderator
Rev. Nancy L. Wilson, Clerk
Mr. Michael Mank, Treasurer*
Rev. Donald Eastman, Member
Rev. Jeri Ann Harvey, Member
Rev. Jean White, Executive Dir.
World Church Extension

DISTRICT COORDINATORS

Rev. Bob Arthur - ENSD	Rev. Ron Bergeron - ECD
Rev. Judy Dahl - SWD	Rev. Bonnie Daniel - MCD
Mr. Adam DeBaugh - MAD	Mr. Peter McCarthy - AD
Mr. Clarke Friesen - SCD	Rev. Willie White - NED
Ms. Mary Moore - GLAD	Rev. David Pelletier - NWD
Rev. LaPaula Turner - GLD	Rev. Frankye White - SED
Mr. Arthur Pearson - WCD	

STAFF: Mr. Ravi Verma, Director of Administration
Mr. Frank Zerilli, Confidential Assistant to the Moderator
Mr. Jim Voltz, General Conference Coordinator

*NOTE: Elder Michael Mank resigned during the meeting. Rev. Elder Don Eastman was elected Treasurer by the Board of Elders, to serve through General Conference '87. No one was appointed to replace Elder Michael Mank as we are so close to General Conference.

GENERAL COUNCIL IV MINUTES
March 16-22, 1987

A - PROGRAM AND BUDGET

- IV-A-1 MOVED that the 1988-89 program and budget recommended by the Program Review Committee and the Program and Budget Division be adopted as the General Council's recommended program and budget to the General Conference.
(M-Eastman/2-Dahl; Unanimous)
- IV-A-2 MOVED that the following process and timeline be adopted for developing the 1990-91 biennial UFMCC program and budget:
- October 1987 - General Council discusses UFMCC Mission Statement
 - March 1988 - Status of programs presented by programmers to full General Council.
 - Recommendations for program priorities developed by programmers and the Program & Budget Division.
 - Recommendations for development of UFMCC Mission Statement prepared by programmers and Program & Budget Division.
 - March 1988-
 - October 1988 - Each program develops its own mission/goal statements and basic objectives for next biennial program.
 - October 1988 - Program & Budget Division reviews and approves initial mission/goal statement and basic program objectives.
 - October 1988-
 - March 1989 - Programmers develop specific program and budget plans based upon approved objectives, submitted to headquarters staff by January 1, 1989.
 - Headquarters staff develops proposed program and budget.
 - March 1989 - Individual hearings with programmers are scheduled if needed.
 - Program & Budget Division finalizes Program & Budget for approval by the General Council.
(M-Eastman/2-Dahl; Yes: Wilson, Harvey, J. White, Arthur, Daniel, McCarthy, Moore, Pearson, Turner, F. White, W. White; No: DeBaugh, Friesen, Pelletier)
- IV-A-3 MOVED we approve the capital drive Campaign & Development Office. (Attachment I).
(M-Dahl/2-Daniel; Unanimous)
- IV-A-4 MOVED that the General Council approve the name change of "The Excel Movement" to "Excel International".
(M-Eastman/2-Pelletier; Unanimous)
- IV-A-5 MOVED that we adopt the proposed Excel Structure & Policy as previously submitted and hereby amended (Attachment 2).
(M-Eastman/2-Dahl; Unanimous)
- IV-A-6 MOVED the General Council approve the election of Mr. Keith Apple, Ms. Boots Fulson, Mr. Lou Nizza and Ms. Jean Gralley as members of the Excel Executive Committee and the reappointment of Ms. Jane Sandmeier as Executive Director.
(M-Eastman/2-Pelletier; Unanimous)

GENERAL COUNCIL IV MINUTES
March 16-22, 1987

SECOND READINGS:

- IV-A-7 MOVED that we adopt the policy on Funding of Programs as previously presented: "Only approved official programs of the UFMCC may seek funding within the UFMCC. The only source of funding within the UFMCC shall be through the budgetary process."
(M-Eastman/2-Daniel; Unanimous)
- IV-A-8 MOVED that we not enact the proposed policies for a publications board at the present time. Rationale: There is no funding available for structure and Corporate & Legal Division is considering an alternate structure and process.
(M-F. White/2-DeBaugh; Unanimous)
- IV-A-9 MOVED that we adopt the policy on approved programs as previously presented: "Only those programs that have submitted "program plans" which have been approved by the General Council may be considered official programs of the UFMCC."
(M-Eastman/2-Turner; Unanimous)

FIRST READINGS:

- IV-A-10 MOVED that approved General Council minutes shall be sent to all Churches, Clergy and Lay delegates within 30 days of the General Council meeting and will include all approved attachments, and that General Council minutes that are reported to General Conference will not include attachments.
(M-Eastman/2-Dahl; Yes: Smith, Wilson, Harvey, J. White, Arthur, Bergeron, Daniel, DeBaugh, Friesen, McCarthy, Moore, Pearson, Pelletier, Turner, F. White; No: W. White)
- IV-A-11 MOVED that all programs shall report to General Council thirty days prior to each General Council meeting on appropriate forms supplied by the Program & Budget Division. Program & Budget Division will transmit all program reports to General Council. Biennial reports to General Conference will be submitted to General Council not later than March 1st preceeding General Conference.
(M-Eastman/2-Bergeron; Unanimous)
- IV-A-12 MOVED that proposals for new programs within UFMCC shall be submitted in writing to the Program & Budget Division not later than thirty days prior to its annual October meeting. New program proposals shall include the following:
1. Statement of proposed objectives.
 2. Statement of activities required to reach program objectives.
 3. Statement of resources necessary to achieve program objectives (including financial support, personnel, equipment, office & administrative support).
 4. Statement of proposed funding sources.
 5. Statement of relationship of proposed program to other existing UFMCC programs (include description of what the proposed program will do that other existing programs do not do).
- (M-Moore/2-Turner; Unanimous)

GENERAL COUNCIL IV MINUTES
March 16-22, 1987

B - FINANCE

- IV-B-1 MOVED that the Universal Fellowship of Metropolitan Community Churches Administrative Offices will maintain the books for Samaritan College and Clergy Credentials and Concerns Committee (i.e.: Bank reconciliation, preparation of report, etc.) following generally accepted accounting principles. Details will be worked out with Samaritan and the Clergy Credentials and Concerns Committee.
(M-DeBaugh/2-Pelletier; Unanimous)
- IV-B-2 MOVED that we "forgive" program over-budget expenditures in 1986, and not require payback in the context of the 1987 budget.
NOTE: We strongly encourage all budgeted programs to maintain expenditures within 1987 budgeted funds.
(M-Friesen/2-DeBaugh; Unanimous)
- IV-B-3 MOVED in case of (a) Cash flow emergencies; (b) borrowing against UFMCC's line of credit; (c) requests for non-budgeted expenses; (d) any program unit asking for the following year's budget in a current fiscal year that the Director of Administration will send relevant documentation to the Finance Division immediately. The Finance Division will respond within 72 hours. The decision of the Finance Division will be communicated to the General Council. In case of emergency the Director of Administration may set up a conference call to the Finance Division.
(M-DeBaugh/2-W. White; Unanimous)
- IV-B-4 MOVED that all Fellowship budgeted groups that receive any monies other than the UFMCC Allotment must report such income in their quarterly financial reports to UFMCC.
(M-DeBaugh/2-Bergeron; Unanimous)
- IV-B-5 MOVED that monies received as tithes from MCC-Sydney and MCC-Melbourne be returned to the Australian District Treasurer and a letter with a copy of 1978 policy statement from the General Council be sent to all Churches in Australia.
(M-DeBaugh/2-Wilson; Unanimous)
- IV-B-6 MOVED that General Council approve the following tuition increases:
 1. Sept 87-Aug 88 \$65 per semester hour
 2. Sept 88-Aug 89 \$75 per semester hour
(M-DeBaugh/2-Friesen; Unanimous)
- IV-B-7 MOVED that ample time be allotted at the October General Council meeting to discuss the topic of "How shall the 10% UFMCC funds outside the U.S. be handled". All District Coordinators, especially those outside the U.S. should seek advice and council from their Districts on this matter. After the October discussion, the Finance Division will draft a policy for presentation to the General Council.
(M-DeBaugh/2-Pelletier; Unanimous)
- IV-B-8 MOVED that we accept the 1986 Finance Report pending verification through the Treasurer's office (with corrections). Discussion on presentation of Financial report to General Conference.
(M-DeBaugh/2-Turner; Unanimous)

GENERAL COUNCIL IV MINUTES

March 16-22, 1987

C - CORPORATE & LEGAL

- IV-C-1 MOVED that the Corporate & Legal Division work with our attorney and the Board of Pensions on issues raised by projected incorporation.
(M-Moore/2-Arthur; Unanimous)
- IV-C-2 MOVED that the following District's SOP's be approved pending minor corrections: (1) Australian, (2) Southwest, (3) Southeast. (Note: We will circulate final approved District SOP's to all General Council members).
(M-Daniel/2-W. White; Unanimous)
- IV-C-3 MOVED the following Churches be approved for Charter Status:
- (1) MCC-Northern Virginia
 - (2) MCC-New Haven, CT
 - (3) MCC-Baton Rouge, LA
 - (4) St. Mary's MCC-Greensboro, NC
 - (5) All Saints MCC-Atlanta, GA
 - (6) MCC-of the Rock, Little Rock, AR
- (M-Wilson/2-Friesen; Unanimous)
- IV-C-4 MOVED that from now on, the Corporate & Legal Division will only consider Charters or District SOP's received 30 days prior to General Council meetings.
(M-Wilson/2-Bergeron; Unanimous)
- IV-C-5 MOVED the following By-laws proposal from General Council:
- Article IV.B Ministry of Clergy (page 6)
B.1.b. - Qualifications (on line 11) change General Conference to General Council.
Article III C.2 (line 27) delete reference to Worship Coordinator (and anywhere else in text it might be found)
Replace paragraph in previous By-laws (Article 5) that stated Fellowship By-laws could be abrogated to conform with National laws.
Article VI A (page 21, lines 24-27) should say that District Conference will approve Procedures and Standards that District Committee proposes.
Delete any reference to Board of Home Missions.
(M-Friesen/2-Harvey; Unanimous)
- IV-C-6 MOVED that all resolutions, reports, proposed by-law changes be due in Fellowship offices no later than March 1st prior to General Conference. Any exceptions to this policy must be approved by the Board of Elders or the General Council.
(M-Arthur/2-Turner; Yes: Wilson, Harvey, J. White, Eastman, Arthur, Bergeron, Dahl, Daniel, DeBaugh, Friesen, Moore, McCarthy, Pearson, Turner, F. White, W. White; No: Pelletier)
- IV-C-7 MOVED that time be set aside in our October General Council meeting for a brief forum on the compiled data for council input regarding District Boundaries. We will then formulate recommendations to be presented in March, 1988.
(M-Wilson/2-Dahl; Unanimous)

GENERAL COUNCIL IV MINUTES
March 16-22, 1987

C - CORPORATE & LEGAL (cont'd)

- IV-C-8 MOVED that we adopt the corrected Samaritan College By-laws, which have been reviewed by the Fellowship attorney and Corporate & Legal Division.
(M-Wilson/2-Friesen; Unanimous)
- IV-C-9 MOVED to approve the Board of Elders appointment of Rev. Sherre Boothman as President of Samaritan College for a 3 year term.
(M-Eastman/2-Daniel; Unanimous)
- IV-C-10 MOVED that we approve the Board of Elders appointments of Dr. Gary McClelland, Chair, Board of Trustees of Samaritan College and James Voltz, Treasurer, Board of Trustees of Samaritan College.
(M-Wilson/2-W. White; Unanimous)
- IV-C-11 MOVED that Charter be granted to MCC-El Paso, Texas, subject to receipt of a budget which documents a full Pastoral salary package. If this is not met by General Conference, the Charter is withdrawn.
(M-Friesen/2-Turner; Yes: J. White, Eastman; No: Wilson, Harvey, Arthur, Bergeron, Dahl, Daniel, DeBaugh, McCarthy, Moore, Pearson, Pelletier, F. White, W. White) DEFEATED
- IV-C-12 MOVED that we approve articles of Incorporation for the "Universal Fellowship Press"; and further that the UFMCC attorney incorporate the Press; and that the Resident Elders in Los Angeles form the first Board of Trustees.
(M-Wilson/2-Daniel; Unanimous)
- IV-C-13 MOVED to refer the issue of a name for the Press to the new Board of Trustees.
(M-Friesen/2-Eastman; Yes: Wilson, Dahl, Harvey, J. White, Bergeron, Daniel, DeBaugh, Friesen, McCarthy, Moore, Pearson, Pelletier, Turner, F. White, W. White; Abstain: Arthur)
- IV-C-14 MOVED that all United States Districts incorporate in one of the states in their District according to the proposed and approved format.
(M-Wilson/2-Turner; Yes: Harvey, Dahl, J. White, Eastman, Bergeron, Daniel, DeBaugh, Friesen, McCarthy, Pearson, Moore, Pelletier, F. White, W. White; Abstain: Arthur)
- IV-C-15 MOVED that the Corporate & Legal Division's interpretation be affirmed by General Council that all Church bodies, including New and Special Works must remit to the Fellowship 10% of their receipts and District 5% as per Article X B, page 26, based on Article VI, A1 of the UFMCC By-laws, page 6.
(M-Wilson/2-Friesen; Yes: Harvey, J. White, Eastman, Arthur, Smith, Daniel, Bergeron, DeBaugh, McCarthy, Moore, Pearson, Pelletier, Turner, F. White, W. White; Abstain: Dahl)

GENERAL COUNCIL IV MINUTES
March 16-22, 1987

D - INTERNAL COMMUNICATION & PLANNING

- IV-D-1 MOVED that written requests to meet with the General Council must be sent to the Chair of ICP to include reason for meeting, written form of presentation, length of time needed for presentation. Request must be received 30 days in advance of meeting to permit review of information and response to date and time of appointment.
(M-Turner/2-Daniel; Unanimous)
- IV-D-2 MOVED that adequate staff and equipment be present at General Council meetings to provide for minutes to be available for review at the end of each General Council meeting (and tentative approval). That 15 days be set aside for any further corrections by Council members, and that minutes then be distributed by Fellowship offices 30 days after the meeting. Further, that a press release be prepared by the ICP Division in consultation with the Clerk to be made available by the close of the meeting.
(M-Turner/2-Harvey; Unanimous)
- IV-D-3 MOVED to accept as amended the Travel Policy as outlined in Ravi Verma's report. (Attachment 3) (M-Harvey/2-DeBaugh; Unanimous)
- IV-D-4 MOVED the following definitions:
First Readings: presentation to Council and discussion, vote to continue study for discussion, open for new input
Second Reading: reading for clarification, open for amendment, vote for adoption
(M-Turner/2-Harvey; Unanimous)
- IV-D-5 MOVED that the Council telephone line be used for Level A Crisis only. (See GCI Minutes)
(M-Daniel/2-DeBaugh; Unanimous)
- IV-D-6 MOVED that ICP study, evaluate, review and make recommendations by October 1987 meeting of Division appointments and chairs in consultation with the moderator.
(M-Pelletier/2-Friesen; Yes: Wilson, J. White, Eastman, Arthur, Bergeron, Dahl, Daniel, McCarthy, Moore, Pearson, Turner, F. White, W. White; Abstain: Harvey, DeBaugh)
- IV-D-7 MOVED that parity of consideration be given between District Coordinators and Elders to Division Chair appointments by the Moderator.
(M-W. White/2-Wilson; Yes: Harvey, Dahl, J. White, Eastman, Bergeron, Daniel, Friesen, McCarthy, Moore, Turner, F. White; No: Arthur, DeBaugh, Pelletier, Abstain: Pearson)
- IV-D-8 MOVED that the rates for General Conference be increased \$5.00 in order to reflect the actual rates that have been agreed upon and published.
(M-Pelletier/2-Daniel; Unanimous)

D - INTERNAL COMMUNICATIONS & PLANNING (cont'd)

- IV-D-9 MOVED to accept the report from the Director of Administration on
General Conference XIII. (Attachment 4)
(M-Eastman/2-Wilson; Unanimous)
- IV-D-10 MOVED that ICP letter regarding Conference fees be sent to all
Churches (Attachment 5) (M-Harvey/2-Bergeron; Unanimous)
- IV-D-11 MOVED that our motion forms be amended to include:
WHO is going to see this "motion idea" through to completion.
WHEN will it be completed with time line when applicable.
HOW MUCH financial cost factor.
RATIONALE
SPECIFIC NOTES
And that this information be included with General Council minutes.
(M-Dahl/2-Friesen; Unanimous)
- IV-D-12 MOVED that awards be presented at General Conference XIII:
- I. Human Rights Award (Mr. Phil Donahue & Ms. Marlo Thomas)
II. Other awards for ministry and other outstanding achievements
will be presented.
(M-Daniel/2-Pelletier; Unanimous)

E - PERSONNEL & STAFF

- IV-E-1 MOVED that the Personnel Division be asked to begin working on a policy that addresses the problem of sending clergy from the US to other countries without adequate funding. Also that we refer issues related to this to Corporate & Legal as input into a policy for minimum criteria for Districts.
(M-Dahl/2-DeBaugh; Unanimous)
- IV-E-2 MOVED that we set aside time at this meeting to discuss in plenary session the issue of a Fellowship policy for employees with incapacitating illness, to provide guidance to the Personnel Division for policy formation. (This was done) (M-DeBaugh/2-Harvey; Unanimous)

FIRST READING:

- IV-E-3 MOVED that we accept Conflict of Interest Policy, (Attachment 6)
 (M-Pelletier/2-J. White; Yes: Arthur,
 Bergeron, Dahl, Daniel, DeBaugh,
 Friesen, McCarthy, Pearson, Turner,
 F. White; No: Harvey, Eastman, Moore;
 Abstain: Wilson, W. White)
- IV-E-4 MOVED that Personnel be advised to continue refining of Conflict of
Interest policy and move beyond personnel issues to include more
general issues. (M-Friesen/2-Eastman; Unanimous)
- IV-E-5 MOVED we give \$5,000 to complete the investigation into the murder of
Rev. Virgil Scott, from his estate.
 (M-Wilson/2-Daniel; Unanimous)

GENERAL COUNCIL IV MINUTES
March 16-22, 1987

E - PERSONNEL & STAFF (cont'd)

IV-E-6 MOVED that Personnel continue to work on evaluation procedures and bring a progress report at the next meeting.

(M-Pelletier/2-Wilson; Unanimous)

IV-E-7 MOVED that the Director of Administration create, maintain and make available to all Fellowship Personnel a policy and procedure manual, cataloguing and listing all policies and procedures of the General Council and Board of Elders (i.e.: Standard application process, travel arrangements, reimbursements, etc.)

WHO: Ravi Verma

WHEN: Immediately

HOW MUCH: \$500 per year

Rationale: We need a central place to record policy.

(M-J. White/2-Pelletier; Unanimous)

IV-E-8 MOVED that an Orientation be provided to all new council members to include the appointment of an appropriate sponsor for their initial council meetings and that Personnel Division develop this orientation.

(M-Pearson/2-J. White; Unanimous)

E(SC) - SUBCOMMITTEE

** For purposes of this meeting only we are listing the Adhoc Sub-Committee on Clergy Credentials and Concerns Committee as E(SC). All decisions related to the CCCC, whether they originated with the General Council, the Elders or the Sub-Committee are recorded here for clarity sake.

IV-SC-1 MOVED that we adopt the Operating policy of the CCCC in its entirety. (Attachment 7)

(M-Pelletier/2-Daniel; Unanimous)

IV-SC-2 MOVED to approve DCRC Chair appointments (attachment 8)

(M-Friesen/2-McCarthy; Unanimous)

IV-SC-3 MOVED to approve the Elders appointment of Rev. Tom Jordan to serve as Interim CCCC Chair and have him work with the new CCCC at General Conference to insure a smooth transition to the new CCCC.

(M-DeBaugh/2-W. White; Unanimous)

IV-SC-4 MOVED to approve the following Elders appointments to CCCC; according to the new structure:

Chair - Rev. Jim Lewey - 4 years

- Rev. Dee Lamb - 3 years

- Rev. David Farrell - 2 years

- Rev. Delores Berry - 1 year

- Rev. Arlene Ackerman - 1 year

(M-Friesen/2-Pearson; Unanimous)

IV-SC-5 MOVED that Rev. Claudia Vierra be retired from the Credentials Committee effective immediately.

(M-Perry/2-Harvey; Yes: Wilson, Eastman, J. White, Arthur, Bergeron, Dahl, Daniel, DeBaugh, Friesen, Moore, Pearson, Pelletier, Turner, F. White, W. White; Abstain: McCarthy)

GENERAL COUNCIL IV MINUTES
March 16-22, 1987

E(SC) - SUBCOMMITTEE (cont'd)

- IV-SC-6 MOVED to thank Subcommittee on CCCC, Rev. Tom Jordan, Rev. Sherre Boothman, Rev. Ken Martin and other members of CCCC Executive Committee for an excellent process for resolving problems and designing a more workable CCCC structure.
(M-Wilson/2-Turner; Unanimous)
- IV-SC-7 MOVED that in the event a 1988 DCRC Chair and/or alternate appointment decline to serve, the Board of Elders is authorized to fill the vacancy (with prior General Council approval) based upon nominations from the District Coordinator of the District in question.
(M-W. White/2-Dahl; Unanimous)

F - ELDERS

- IV-F-1 MOVED to remind Churches of Australia that no church can vote at District or General Conference who is not within General Conference guidelines for being current in tithes.
(M-Turner/2-Pearson; Unanimous)
- IV-F-2 MOVED to approve Elder's appointment of Rev. Jim Sandmire, Chair of Elders Nominating Committee at General Conference XIII, 1987.
(M-Friesen/2-Turner; Unanimous)
- IV-F-3 MOVED:
- (1) the recommendation of District Committee of Australia to have their District Conference on May 15, 1987.
 - (2) to affirm that Peter McCarthy is the constitutionally elected Assistant District Coordinator, and is now the new District Coordinator.
 - (3) to accept the Elders appointment of Elder Freda Smith as liaison Elder to Australia until General Conference.
 - (4) that Rev. Elder Freda Smith will attend the May 15th District Conference.
- (M-Arthur/2-Bergeron; Unanimous)

G - GENERAL COUNCIL

- IV-G-1 MOVED that we approve agenda as amended.
(M-DeBaugh/2-Wilson; Unanimous)
- IV-G-2 MOVED that there be no smoking at General Council meetings. There will be a break every 1½ hours.
(M-Wilson/2-Friesen; Yes: J. White, Eastman, Bergeron, Dahl, Daniel, DeBaugh, Moore, Pearson, Pelletier, F. White, W. White; No: Harvey, McCarthy; Abstain: Arthur; Absent: Turner on business)
- IV-G-3 MOVED that we accept Director of Administration's Report.
(Attachment 9) (M-DeBaugh/2-Daniel; Unanimous)

GENERAL COUNCIL IV MINUTES
March 16-22, 1987

G - GENERAL COUNCIL (cont'd)

- IV-G-4 MOVED the General Council authorize the Fellowship Staff to conduct a study of present salary and compensation structure for all UFMCC personnel including District Coordinators. And further that from that study the Finance Division propose equitable salary schedules to be introduced into the Program & Budget Process during the next biennium. The research should include analysis of issues of seniority, position, sex, race, ethnicity, and lay and clergy concerns.
(M-Wilson/2-Dahl; Unanimous)
- IV-G-5 MOVED that the General Council authorize the Board of Elders to develop an Aids Program, under their auspices and budget.
(M-Pelletier/2-Dahl; Unanimous)
- IV-G-6 MOVED that the General Council meet at 10:00 am, Deauville Hotel, on Saturday before the General Conference if there is any business. There will be an Agape brunch Sunday Afternoon.
(M-DeBaugh/2-Wilson; Unanimous)
- IV-G-7 MOVED that the Board of Elders will meet immediately prior to the March on Washington and that General Council will meet immediately following the March on Monday Oct 12th thru Saturday Oct 17th.
(M-Friesen/2-Pelletier; Yes: Smith, Wilson, Harvey, J. White, Eastman, Arthur, Bergeron, DeBaugh; No: Dahl, Daniel, McCarthy)

Attachment 1

(for review by Prog. & Budget Div.)
by Ravi Verma, Director of Admin.

DEVELOPMENT PROGRAM PLANS

1. CAPITAL DRIVE CAMPAIGN

- a. Direct Staff to obtain (3) bids from development firms for a feasibility study. Results to be presented at the October '87 Council meeting.
- b. Accept bid and conduct a feasibility study.
- c. Develop "master" plan (include site selection).
- d. Contract with development firm for capital drive.

2. DEVELOPMENT OFFICE

- a. Direct Staff to develop and acquire materials that encourage potential donors to name the UFMOC in their wills and/or as insurance beneficiaries.
Send this material to our mailing list and through Journey Magazine. This aspect will start immediately and the mailing completed before General Conference.
- b. Solicit bids from (3) major professional companies to recommend to UFMOC the best way for us to set up a development office, including the potential costs for operating such an office. The recommendation would include information on the kind of accounting and legal back up needed at the International Headquarters. It will further include recommendations on the role of key UFMOC leadership. The recommendation will include policy recommendations.
- c. The bids from these three companies will be presented to the Program and Budget Division and General Council at the Oct., '87 meeting.



* PROPOSAL FOR EXCEL GOVERNMENTAL POLICY *

Programatical and Financial Accountability for EXCEL would follow the standard flow in the UFMCC. Below is a simple depiction of the basic structure EXCEL is proposing. A detailed description follows, from page 2 on.

GENERAL CONFERENCE OF THE UFMCC

GENERAL COUNCIL

BUDGET & PROGRAM DIVISION

EXECUTIVE DIRECTOR OF EXCEL

EXECUTIVE COMMITTEE OF EXCEL

EXCEL PROGRAM COMMITTEE

EXCEL TEAMS (all types)

ALL-TEAM GATHERING

Consistent with the UFMCC By-Laws and SOP's of the General Council, EXCEL is Accountable to the Fellowship. In keeping with that, this chart shows the flow of authority and accountability in both directions. IE: the Program Committee is responsible to the Teams they represent, and to the Executive Committee. The Executive Director is responsible to the General Council, via the Program & Budget Committee, as well as to the Executive Committee (and to all of EXCEL).

Shared responsibilities for the work and systems for reporting, will result in improved communications, and service.

** All EXCEL International Policies, Procedures, and Practices shall be presented to the UFMCC General Council for approval.

The Program and Budget of EXCEL International shall be approved by the General Council.

Upon the the recommendation of the EXCEL International Executive Committee, the General Council approves the hiring and dismissal of the Executive Director. (This applies to all other parts of this proposal.)



Attachment 3
(For review by the ICP Division)

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

UFMCC TRAVEL POLICY

I GENERAL POLICY

- A. Travel arrangements made for the Board of Elders, General Council, Programmers and Staff of the UFMCC Office will be paid only for expenses incurred in accordance with this policy.
- B. All travel that has been budgeted will require no further approval. Travel that is not budgeted must be approved by the Finance Division of the General Council. In case 'Level A' emergency the Moderator can approve such expenses.

II SPECIFIC POLICY

- A. In so-far-as possible, no more than two (2) key personnel (General Council, Board of Elders, Executive Staff and the Director of Administration) may be scheduled on the same airplane.
- B. Corporate Credit Card
 1. A Corporate credit card will be issued to the Moderator, fulltime Elders at the Fellowship Office and the Director of Administrator.
 2. UFMCC will pay the annual fee for the card.
 3. Personal items may not be charged on the card. The Corporate Card is to be used for bona fide business expenses only.
 4. The card is to be used for all travel expenses, wherever it is accepted, including, but not limited to, travel agencies, airline tickets, car rentals, hotel expenses and meals.

III PER DIEM

The per diem amount for authorized travel will be \$20.00 per day plus an additional \$20.00 for arrival and departure per calendar date combined. This will be paid at the start of the meeting.

IV LODGING EXPENSES

As far as possible all General Council meetings will be held in Los Angeles, CA. The Fellowship Staff will select the hotel, ensuring that costs are within budgeted amounts. The personnel based in Los Angeles will not stay at the hotel. All others will be housed two (2) to a room. If an

(For review by the ICP Division)

individual wishes to stay alone or bring a spouse s/he will make up the difference to UFMCC at the end of the meetings (by cash, check, Visa or MasterCard).

All other incidental charges (parking, phone calls, meals charged to the hotel, etc.) are to be paid by the individual. Exceptions must be approved by the Moderator (for the Board of Elders) and the Finance Division for all others. (Elders on General Council business are authorized by the Finance Division).

V AIR TRANSPORTATION

- A. All flight arrangements for General Council and related meetings will be arranged by the UFMCC Administrative Office through the Fellowship's Travel Agency.
- B. Attempts will be made to obtain the most economical, direct route available and only coach or economy class will be used.
- C. Special promotional rates are to be utilized whenever possible.
- D. Travelers must charge all airline tickets to the Corporate Credit Card.
- E. When a change in travel plans results in a refund by a ticket agent, a refund application must be obtained and completed by the traveler. It should be mailed immediately via certified mail, (return-receipt-requested) to the Fellowship's Travel Agency.
- F. Changes in travel arrangements that result in additional charges shall be paid for by the party responsible for the changes.

VI GROUND TRANSPORTATION

- A. Travelers are expected to use, when practical, the least expensive means of direct ground transportation, including to and from airports.
- B. Taxis should not be used when acceptable public transportation is available.
- C. Any tip paid as part of ground transportation should be included in the amount of the transportation expense and not listed separately.
- D. These expenses will be reimbursed at the meeting.

VII RENTAL CARS

Prior approval must be obtained from the Moderator (for the Board of Elders) and the Finance Division for all others. The renter will accept Insurance coverage.

(For review by the ICP Division)

VIII PROCEDURE

- A. For General Council Meetings the Fellowship travel agency will send out a form to each person to obtain information on dates, schedules, etc. The travel agency will book tickets, based on this policy, and send out confirmation to each individual. If the individual's schedule cannot be met or the costs are too high, the agency will inform the individual and the Fellowship Office. All attempts will be made to meet the individual's needs. If necessary, the Finance Division will make the final determination.
- B. For budgeted travel, not related to General Council Meetings, individuals who have made their own reservations must submit to the Fellowship Office:
 1. detailed hotel receipts,
 2. receipts for all items charged to the Corporate Card/personal card,
 3. car rental agreement(s) if any,
 4. receipts for any expenses of \$25.00 or more not included above,
 5. the passenger portion of the airline ticket
- C. Accounting Department
 1. The Accounting Department will audit expenses submitted for:
 - a. compliance with the travel agency
 - b. reasonableness and necessity
 - c. required documentation
 2. Expense reports that are incomplete, incorrect, lack supporting documentation, or deviate from this policy, or list expenses deemed unnecessary or unreasonable, will be returned requesting more information. The Finance Division will make any final decision.

Attachment 4

(for review by ICP Division)

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100



To: General Council

From: Ravi Verma, Director of Administration

RE: General Conference XIII

This upcoming Conference promises to be one of the best we've had. Both Jim Voltz and I now have experience in organizing General Conferences and the planning has been much easier this time.

The General Council had voted to fix the registration rates to include the costs of the three social events. This resulted in an Early Registration rate of \$125.00 and late registration rate of \$165.00.

The above rates were based on a cost of \$25.00 for the 3 social events. Our actual costs for these events are around \$30.00. Based on discussions with Rev. Elders Perry and Harvey the rates were modified as follows:

Within U.S.

Early Registration - \$ 130.00

Late Registration - \$ 170.00

Outside U.S.

Registration - \$ 80.00

Elder Eastman has been working at contacting the speakers for the workshops, special events, etc. A major push is being made to attract non-delegates to this conference. Plans include special events for non-delegates.

A special promotional flyer giving highlights of the Conference will be sent to all our churches within the next month.

The General Council also authorized Rev. Harvey and myself to explore the feasibility of picking 4 sites to rotate General Conferences. We are scheduled to go to a one day conference in Los Angeles in October, 1987, where several key cities, selecting conference business will be represented.

Again, this Conference is going to be grand!



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-0000

TO: Ravi Verma
FROM: Jim Voltz, Conference Coordinator
SUBJECT: General Conference Report

A. GENERAL CONFERENCE XIII - MIAMI BEACH, FL

Plans have been moving ahead very smoothly in all areas of Conference preparation.

The hotel has been advised of all meeting space needed and rooms have been reserved for Elders, VIP and Staff. They assure me that they will be well prepared to handle all our attendees and requirements. Catering menus have been selected for all 3 functions. All staff have now been selected and appraised of their duties through new written job descriptions.

The basic audio equipment and lighting in the Sanctuary and business rooms has been approved as adequate by Ken Caton. Rev. Willie Smith will be handling audio taping and reproduction. The organ and grand piano will be provided within budget. Rev. Eastman is exploring the feasibility of professional video taping. Overall we are within budget.

We have hired GELCO as our Convention Contractor to set-up the Sanctuary and Exhibit Hall. A local gay florist has also been hired to provide flowers and a local printing service set-up for necessary printing.

As of Wednesday, March 11, we have 82 pre-registered persons along with 5 Exhibit booths (2 professional) and 5 full page ads for our conference booklet. Our Exhibit booths are being set-up by a professional company and really look the part. The Conference Booklet will be a keepsake item and also be professionally put together. We would appreciate the Council's support on getting more exhibitors and country stores to participate and also to sell ads for the booklet.

The Joint Session with Dignity has been mutually planned with the schedule as follows:

Worship Service with Guest Speaker	6:00 - 7:30 PM
Fellowship - sit down dinner	7:30 - 9:00 PM
Entertainment - Lynn Lavner	9:00 - 10:00 PM
Disco - Dance	10:00 PM - 2:00 AM

All these events except the dinner will be open to the general public. Busing is being arranged between hotels on a staggered basis.

GCXIII Report
J. Voltz

page 2

We are sending a flyer to be included in a Dignity mailing, describing the Joint Session.

We have two other evening programs planned, including a Wednesday night sing-a-long and a Thursday night "Music Show" to be held in the lobby of the Deauville after worship. We are also planning a non-delegate only reception one afternoon during the week. Other events for non-delegates are also being planned.

Questions for General Council:

1. Will there be a General Council or Elders Meeting prior to Conference?
2. Do you want to schedule a Press Conference?

B. GENERAL CONFERENCE XIV - ST. PAUL-MINNEAPOLIS, MN

The contract with the Raddison Hotel, St. Paul, MN has been approved by UFMCC's attorney and has been sent to the hotel

Rev. Elder Eastman visited the Raddison Hotel and overall approved the site. We will probably have to hold business meetings and worship in the same auditorium. However, the set-up is very conducive to accomplishing this effectively.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

March 31, 1987

TO: Member Churches of UFMCC
FROM: Internal Communications and Planning Division,
General Council, UFMCC
RE: Concerns about General Conference XIII fees

Beloved in Christ,

Over the last few weeks we have received several letters and phone calls regarding the raising of registration fees for General Conference XIII in Miami Florida.

It has always been the policy of the Board of Elders and now the General Council to keep the registration fees as low as possible for the welfare of all our churches, but also taking into consideration the expenses of putting together a General Conference. Our conferences have never been a source of revenue for our Fellowship. Quite the contrary -- we in fact have always had to find the resources to cover unforeseen expenses by the time conference was over.

One major area of concern for us is the fact that many people who come to conference to enjoy the fellowship and attend the worship services never register. In Sacramento only 877 people registered yet 12-1300 people attended. We were \$25,000 over budget because so many of our people did not stay at the convention hotels. Because of that we had to pay for the renting of the convention center. We sent you a wide variety of hotels and motels in all price ranges. Many of you did not stay in a place that would give us credit towards free convention facilities.

Another reason why we had to raise the cost of registration is the fact that there will be no housing available in Miami. We must help subsidise the expenses of our people outside the U.S.A. We are lowering the registration fees for them so they can afford to stay at the Deauville Hotel.

Friends, we are in a no win situation. If we set our fees too low we are going to once again operate in the red and we as a denomination can no longer afford to do this. We must cover the many costs of putting together a professional, efficient, cost productive conference.

Member Churches of UFMCC
March 31, 1987
Page 2

If we do not meet our expenses for General Conference then the money must be "found" somewhere in our fellowship to pay our bills. It's that simple. We no longer want to borrow from Peter to pay Paul. We are doing our best to give you the best conference ever for the least amount of expense for our churches. Just remember you get what you pay for! Our printing alone in 1985 for General Conference was \$30,000. These costs must be met.

Some of our churches have complained about the 3 food events included in the registration fee. The total for these 3 events is \$31.00 (very inexpensive). We want everyone to attend these events but our clergy and delegates tell us they cannot afford to pay for them out of their own pockets so we included the food events in the fee so that everyone who registered would be able to have the socialization and fellowship of three sit down meals together.

Please remember the cost of living has gone up in the last 2 years. Dignity is hosting a 4 day conference in Miami and their registration fee is \$155.00. We are putting a week long conference together for \$130.00 (earlybird).

We encourage you to attend and register and please inspire your congregants to do the same. We have never worked harder or been more diligent in putting together a General Conference. We know that "perfect love casts out all fear".

In God's Service,

Internal Communications and
Planning Division,
General Council, UFMCC

BD/nfa



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

Attachment 6

PERSONNEL DIVISION OF THE GENERAL COUNCIL

CONFLICT OF INTEREST POLICY FOR FELLOWSHIP PERSONNEL

This policy is designed to promote the wholeness, well being and health of the church and the individual.

- A) It is recommended that one person not fill more than one function/elected position or office/appointed position or office.
- B) It is recommended that not more than one partner in a committed relationship fill a position on the same commission, committee or board; or work in any administrative office of the U.F.M.C.C.

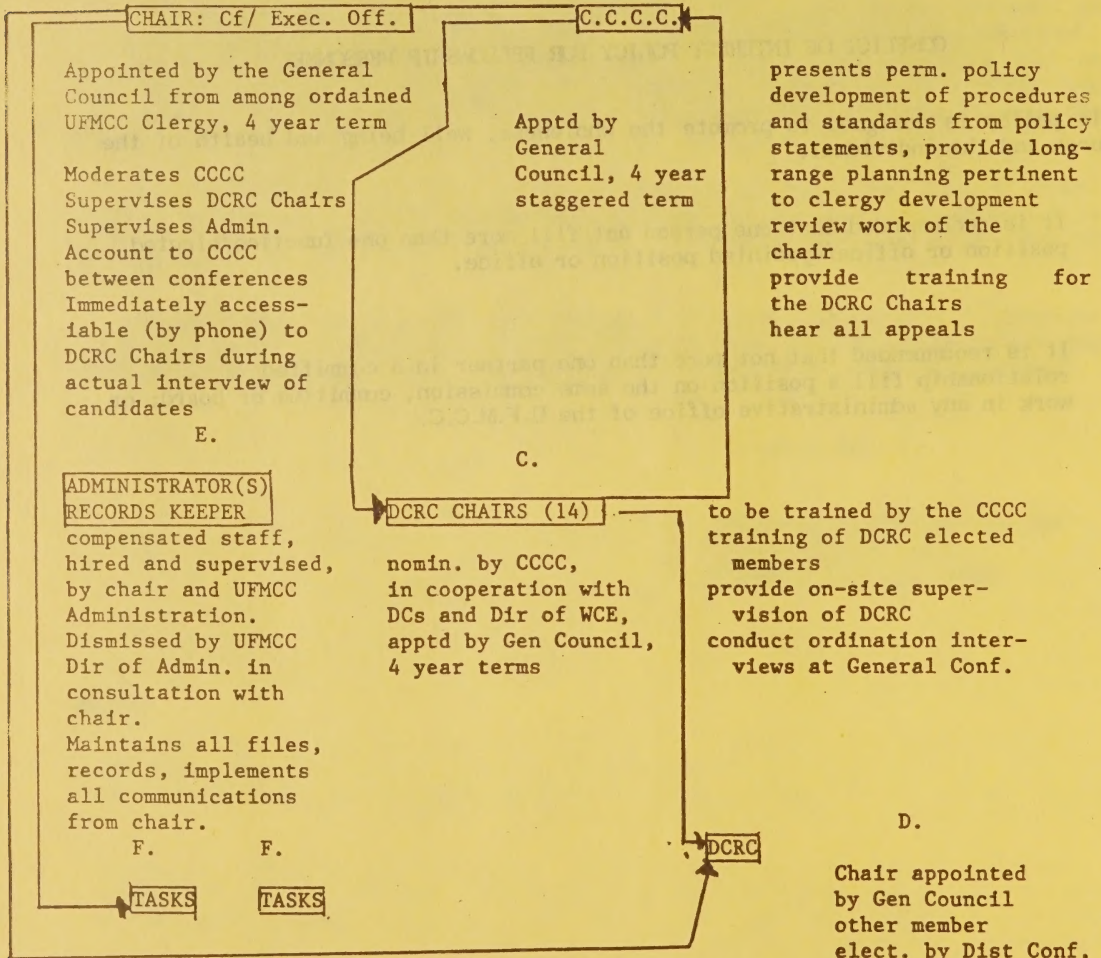
OPERATING POLICY OF THE CLERGY CREDENTIALS AND CONCERNS COMMITTEE

I. STATEMENT OF PURPOSE

The Clergy Credentials and Concerns Committee (CCCC) is a standing committee of the Universal Fellowship of Metropolitan Community Churches (UFMCC). The CCCC is charged by the UFMCC General Council to develop the policy, procedures and practices which govern the credentialing of the UFMCC clergy, supervise the annual credentialing cycle and to evaluate the training program for clergy operated by Samaritan College.

A.

B.



II. STRUCTURE

The CCCC is composed of five members, including a Chair, functioning as a policy development board. These five persons are appointed by the General Council for 4 year staggered terms, from UFMCC Clergy holding life-time credentials and who are not members of the General Council. The criteria, needed skills and abilities are:

- a. Commitment to process
- b. Problem-solving skills
- c. Program development
- d. Administrative skills

These persons shall be appointed from among Clergypersons holding lifetime credentials who have not previously served and who indicate a willingness and ability to serve. Extensions cannot be granted and repeat appointments would not be the norm. The CCCC is responsible for:

- a. Presentation of Policy to the General Council for approval.
- b. Long range development planning.
- c. Review of the work of the Chair.
- d. Training of the Chair of the DRC's.
- e. To serve as Board of Appeal for Licensing and Ordination decisions.

Although the members are appointed they can be dismissed, for cause, by their colleagues, together with the Chair, subject to the approval of the General Council. In the event of a vacancy the normal appointment procedure will be followed.

CHAIR OF CCCC

The Chair of CCCC, who holds lifetime credentials, not a member of the General Council, after consultation with CCCC will be appointed by the General Council to a 4 year term. Additionally, at the end of the term, the former Chair will serve to consult with and advise the new incumbent for a period of one year. The Chair is entitled to compensation. The Chair can be dismissed by the C.C.C.C. for disloyalty, unbecoming conduct, or dereliction of duty, subject to the approval of the Officers of the General Council. In the event of a vacancy in the Chair, the Moderator in consultation with CCCC, shall appoint a Chair who will serve until the next General Council meeting. The General Council will then appoint a new chair after consultation with CCCC recommendations to fulfill the remaining term of the resigning or dismissed Chair. The Chair is a voting member of the C.C.C.C.

CCCC STAFF PERSON

The Chair of the CCCC, together with the Director of Administration of UFMCC shall hire a staff person. The UFMCC Director of Administration, after consultation with the Chair of CCCC may dismiss the staff person. The staff person shall, in no case, be a member of the CCCC, or clergy.

The CCCC, together with the Chair, may appoint persons, who need not necessarily be members of the Committee, to head specific programs and accomplish specific tasks approved by the General Council such as Clergy Conference.

DISTRICT CLERGY REVIEW COMMITTEE (DCRC)

The District Review Committee has a two-fold purpose. First, to assure that qualified, worthy persons are credentialed in the UFMCC, and second, to provide nurture and care to the candidate. In the event of Conflict of Interest identified by District Coordinators the DCRC Chair or a candidate, a DCRC member shall be replaced with the Alternate for a specific interview without prejudice against this DCRC member for their participation in any other interview.

DCRC CHAIRS

DCRC Chairs are UFMCC clergy holding lifetime credentials who are not members of the General Council, one from each District in the UFMCC, shall be nominated by the C.C.C.C. in consultation with each District's Coordinator. They shall serve 4 year terms not co-terminous with the District Coordinator. If a district does not have an Ordained Clergy willing or able to serve, a Licensed Clergy in the District or an Ordained Clergy from another District may be appointed. The criteria, needed skills and ability are:

- a. Commitment to process
- b. Ability to exercise good judgement
- c. Ability to mediate conflict

Nominations shall be reported to the General Council for appointment. The Chair of the DCRC's are responsible for:

- a. Being trained by the C.C.C.C.
- b. Training DCRCs in their District.
- c. Insuring equitable and fairly functioning DCRCs providing on-site supervision, and seating the Alternate in lieu of DCRC member in the case of conflict of interest.
- d. To sit with two others at General Conferences to interview Ordination Candidates.

A DCRC Chair can be dismissed for cause by the CCCC, subject to the approval of the General Council. In the event of a vacancy, or an unconfirmed appointment, the normal procedure will be followed.

OUTLINE OF PROPOSAL

- | | |
|--|---|
| 1. Basic Structure
for Policy Development | CCCC- 5 members (4+Chr votes) |
| 2. Supervision of
Implementation | DCRC Chairs, appointed
by General Council |
| 3. DCRC's | Appointed Chair, Elected
2 members; Plus 1 Alternate
for four year terms. |
| 4. Appeals | CCCC |
| 5. Records & Staff | Records at UFMCC HQS
CCCC Full time Staffperson
accountable to UFMCC, Dir.
of Admin. |
| 6. Ordination | 7th Year = Ordination
Interview at General Conference |
- Future Commitment: Develop a Theology of
Ordination with grass roots input.
This is priority for CCCC
- | | |
|---|---|
| 7. Certification | By Samaritan College
under Policies, Procedures
and Practices of the CCCC.
See attached Implementation
schedule from Samaritan. |
| 8. WCE Structure
and Non-USA Districts | By CCCC upon recommendation of
WCE Area Coordinator/DC and
by Executive Secretary of WCE
all districts, same policy. |

ACTIONS REQUIRED BY GENERAL COUNCIL

1. 3/87 Appoint CCCC for the purpose of implementation.
2. 3/87 Appoint Chairs of DCRC's, setting aside General Council's procedures, to facilitate training at General Conference, thereby initiating implementation.
3. 1987 Elect members of DCRC's plus 1 Alternate.
- 4,5,6. No Action Required.
7. 3/87 Designate Samaritan to be Certifying Agency.
8. No Action Required.

IMPLEMENTATION OF S.C. CERTIFICATION PROGRAM

Not
Later
Than: October 1, 1987: A mailing to all registered Student Clergy, Pastors, Worship Coordinators, D.C.'s and Elders explaining the certification program of SC and the change of function.

Not
Later
Than: November 1, 1987: 1) Files transferred to Samaritan College from CCCC Student Clergy Subcommittee including computer files.
2) 1/2 Staff person hired by S.C. from Student Clergy registration fees.
3) Accounting System in place with UFMCC Headquarters which keeps separate track of Training program processing cost to enable biennium analysis of costs of additional record keeping and certification file review.

October and November 1987: Development Advisory Committee: (3 persons and President of Samaritan College) is convened by the President of Samaritan College

Functions: A) Review current program to train future pastors and evaluate.
B) Develop 5 year plan (Jan. 1, 1988 - Jan. 1, 1993) for evolving a more thorough, standardized training program.

Include in the plan:

- 1) Yearly development objectives for SC academic program to meet 5 yr goal.
- 2) The 5 year plan goals for both the experiential and academic training programs.
- 3) Yearly recommendations for development of the experiential program.
- 4) Implementation including cost projections and an evaluation system scheduled for the program.
- 5) Develop any needed forms, operational procedures, etc... needed for all stages of development.
- 6) Develop goals and objectives for long range.

December 1, 1987: Five year plan submitted to General Council and CCCC for study and evaluation (1988 cycle will have development of internal administrative process for certification only and will not include any recommendations for changes in standards or requirements).

Jan-Mar. 1988: CCCC Policy Board officially reviews 5 year plan evaluating the SC training program and making recommendations on the proposed changes in standards.

March, 1988: General Council approves changes in standards in the 5 year plan and evaluates SC training program. (This could require significant time for discussion. This review will need careful attention in the development of the General Council agenda planning for the March 1988 meeting). While no decisions will be required in the long-range goals developed by the Committee, these should be evaluated by the Council for general direction. Are these goals where we want to go?

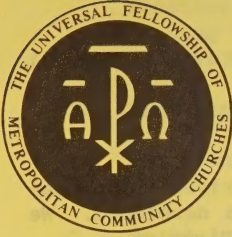
Jan 1, 1988 - Jan 1, 1991: Implementation of Program.

- December, 1990: SC submits to CCCC and General Council a self-study evaluation of the training programs development.
- Jan-Mar 1991: CCCC reviews progress of program development and reports any recommended adjustments to General Council.
- March, 1991: General Council reviews SC training program development, evaluates progress and deals with any recommended adjustments requiring General Council decisions.
- Fall, 1991: President of SC convenes Development Advisory Committee (3 persons and President) to review 5 year plan (1988-1993) and develop 2nd 5 year plan in accordance with evaluation of CCCC and General Council.
- December, 1991: Dev. Ad. Comm report distributed for study by CCCC and General Council.
- Jan-Mar 1992: CCCC reviews 2nd 5 year plan and makes recommendations.
- March, 1992: General Council acts on 2nd 5 year plan.

ACTIONS OF THE BOARD OF ELDERS
TO BE APPROVED
BY THE GENERAL COUNCIL

3/87 APPOINTMENT OF CHAIRS OF
DCRC'S TO BE APPROVED BY
THE GENERAL COUNCIL

<u>D.C.</u>	<u>CHAIR (DCRC)</u>	<u>ALTERNATE</u>
Bob Arthur	Frank Scott	David Miller
Ron Bergeron	Brent Hawkes	Phil Speranza
Judy Dahl	Jane Carl	Marianne Van Fossen
Bonnie Daniel	Charlie Arehart	Robert Darst
Adam DeBaugh	Gail Van Buren	
Clarke Friesen	John Gill	
Peter McCarthy	Gary Walker	Harry deJong
Mary Moore		Paul Tucker
Art Pearson	Phil Speranza	Brent Hawkes
David Pelletier	Austin Amerine	Patricia Litka
LaPaula Turner	Hal Hasse	Bill Smith
Frankye White	Michael Piazza	Robert Pierce
Willie White		Steve Carson



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To: General Council
From: Ravi Verma, Director of Administration

RE: Administrative Report to General Council IV

I. LEGAL

- A. UFMCC vs. Sacramento. Our attorney in Sacramento collected all the records from the various hotels. She then compared those records with the Convention Centers' records, UFMCC's records and the "declarations" we collected. Her analysis showed that we were yet short of the 380 room requirement. Her recommendation was that we try and reach a compromise settlement with the Sacramento Convention Center.

After discussion with Rev. Elder Perry and Elder Mank, it was decided to instruct the attorney to try and reach a settlement quickly. If they do not wish to settle we will drop this lawsuit. No further major expenses are to be incurred.

The attorney is yet negotiating with the Convention Center. No final decision has been reached.

B. Kurt Kreisler vs UFMCC

This case finally reached the Worker's Compensation Court. The trial was held on 3/12/87. Rev. Nancy Wilson and I represented UFMCC; along with our attorney. The trial went well and our attorney is very hopeful. The judgement will be made within 30 days. Based on the results, we will have to decide if we need to appeal it.

II. FINANCIAL (To Finance Division)

Attachment I contains the following:

- A. 1985, 1986 Financial Report including notes and analysis and 85-86 tithe totals. (Board of Pensions Report included separately)
I am proposing that the financial report to General Conference (all of the above be sent with a cover letter from Elder Mank.
- B. Policies for consideration by Finance Division.
- C. Travel Policy for UFMCC. (also for review by ICP)
- D. Financial Analysis of the first 2 months of 1987.

III. General Conference (To ICP Div.)

Attachment II contains my report and Jim Voltz' report about General Conference.

My thanks to Elder Eastman for his part in planning this conference.

A. Crisis Networking:

A special phone line has been installed to help in crisis communications. Detailed policies about its usage needs to be developed. We need a listing of the "phone trees" developed in each District.

B. Security and Preparedness Forms:

We have these forms from all but 3 people on the Council. These are being collected at this meeting.

IV. PROGRAM AND BUDGET DIVISION

A. Development Program

The last Council meeting voted to establish "Development Office" as one of the key priorities for UFMCC. My report on the Development Office was referred to the Program and Budget Division. After discussion with Elder Eastman, the following (2) two proposals are presented: (Attachment III A)

1. Capital Fund Drive Program (Attachment III A)

2. Development Office (Attachment III B)

B. JOURNEY:

Circulation stands at 43 churches receiving bulk subscriptions for a total of 603, and 207 individual subscriptions. I'd like you to appoint Rev. Ro Halford, UFMCC Staff to be officially in charge of Circulation, Distribution and Advertising.

C. Church Services:

This area will be one of our major focuses and plans are underway to produce comprehensive packets/resources on "aids" and on "homosexuality and the Bible."

The proposed restructuring of Samaritan will bring "Samaritan Extended Studies" into the Administrative Office. Rev. Jeffrey Pulling's expertise will help us greatly in the development of materials for Church Services.

D. The proposed 1988-1989 budgets are included (Attachment III B). These will be used by the Program and Budget Division and the Programmers to develop the final budget to be presented to the Council and then to the General Conference.

V. OTHER

A. Travel Agency:

The last Council meeting asked the Administrative Office to select a new travel agency for the UFMCC.

The travel policy (attachment I-C) will be the basis on which we operate.

Vacation Corporation has been selected as the agency we will be working with. Information from this agency will be presented to you at this meeting.

B. UFMCC Directory:

Our inhouse computer is now producing the directory. You will each be getting a copy at this meeting in order to make changes.

- C. In my last report I raised the question regarding the Council being a "policy" board vs. a "working" board and the ramifications of this choice on current staff, and on future staffing patterns. I strongly urge the Council to thoroughly discuss these issues at this meeting.

- D. Mr. Roberto Ochoa-Schutz has left this office to concentrate on his schooling. My thanks to him - especially for his role in setting up UFMCC accounting system on the computer. Ms Vicky Nelson is now in charge of the data processing.

At this conference, I'll be celebrating 4 years as Director of Administration for UFMCC and 10 years as a member of UFMCC. Praise God for my journey and for our Fellowship!

My continued thanks to the Administrative Staff for all their hard work and commitment.

Executive Committee has been retained as the agency we will be dealing with. Information from this agency will be provided to you as soon as it is available.

2. The Executive Committee is now studying the situation. You will receive a report as soon as it is available.

3. It is our intention to have a meeting of the Executive Committee on the 15th of the month. The meeting will be held at the Executive Committee's headquarters.

4. Mr. Roberts has been asked to prepare a report on the situation. He will submit it to the Executive Committee on the 15th of the month.

At this time, we are not in a position to make any further commitments. We will keep you informed of any developments.

5. The Executive Committee is now studying the situation. You will receive a report as soon as it is available.

6. It is our intention to have a meeting of the Executive Committee on the 15th of the month. The meeting will be held at the Executive Committee's headquarters.

7. Mr. Roberts has been asked to prepare a report on the situation. He will submit it to the Executive Committee on the 15th of the month.

8. The Executive Committee is now studying the situation. You will receive a report as soon as it is available.

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10. Mr. Roberts has been asked to prepare a report on the situation. He will submit it to the Executive Committee on the 15th of the month.

